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Volume 1

August 1963

Number 1

## LETTER FROM THE EDITORS

Many of our senior employees will recall the United States Mint Service Bulletin, published for a period of over seven years, from December 1953 to February 1960. At that time, the staff found it necessary to discontinue the newspaper because it demanded more time than could be spared by its publishers to compose, compile, edit, lay-out, and print with the limited facilities available. Recently, however, the Philadelphia Mint has inaugurated its own publication, and Denver has been publishing its "Mint Press" all along. These have been received with such enthusiasm that we have decided to revive our newspaper for all employees of the Office of the Director, the New York and San Francisco Assay Offices, and the Fort Knox Bullion Depository.

It is our aim to bring about through this newspaper a feeling of closeness and camaraderie between the widely scattered offices of the Bureau of the Mint, to promote good fellowship between the employees of these institutions, and to enlist the cooperation of all employees in an endeavor which we hope will bring pleasurable as well as informative reading to all subscribers.

The success of our venture will be dependent in large part on you, our readers, and we encourage each and every one of you to submit any items of interest to your field office representatives (whose names you will find recorded for posterity on the masthead!). You may include any official news items about your institution, items of interest concerning hobbies, sports accomplishments, individual talents, and, in general, anything that will make good reading for our subscribers. The paper will be published on a bi-monthly basis, and with your cooperation, we look forward to a successful career as your co-editors.

Sincerely,

*Vikki Loufakis*  
*Martha Reeves*

## GROUP TO STUDY PAY SYSTEM

A study will be made of the system used for fixing the pay of wage board employees in the Bureau of the Mint. The announcement was made by Miss Eva Adams, Director of the Mint, on May 6.

Employees and management officials had called attention in the past to apparent inequities in the present system of setting the pay of Mint wage board employees. These criticisms had been discussed in the Mint and the Treasury Office of Personnel, but no specific program had been formulated for exploring these problems in depth. In January of this year, the Director recommended that such a program be undertaken and a complete review of the present system be made. In April the Director of Personnel granted the Mint the authority to conduct the study.

A committee has been appointed to work with a staff member from the Office of Personnel and a Civil Service Commission consultant. The members of the committee are as follows: Director's Office - Eileen B. Lusby, Mary D. Johnson, Martha Reeves, and Sidney F. Carwile; Philadelphia Mint - Allen H. Timmons; Denver Mint - William A. Manning; New York Assay Office - Benjamin Oberst; San Francisco Assay Office - John F. Brekle.

The study will cover a review and evaluation of all wage board jobs at the Philadelphia and Denver Mints, and the New York and San Francisco Assay Offices. Pay plans used by Army and Air Force and by the non-Defense agencies for former CPC jobs will be studied by the committee. One of these plans may be adopted, if useable; if not, a modification of one or all the plans will be developed.

It is anticipated that the study which was initiated in May will continue for approximately one year. During this time regular and routine wage actions such as promotions, re-assignments, annual wage adjustments, etc., will continue to be processed in the usual manner. Actions on requests for changes in wage rates of existing jobs will be deferred until the study is completed. This will make possible the application of any guidelines that may evolve from the study.

## DIRECTOR HONORED BY ALMA MATER

Eva Adams (B.A., M.A., LL.D., LL.M., Director of the Mint) recently added still another distinction to her already impressive array. The Board of Regents of the University of Nevada voted to confer upon her the Distinguished Nevadan Award at its 73rd Annual Commencement ceremonies. Charles J. Armstrong, President of the Board of Regents, in his letter advising Miss Adams of the honor to be bestowed upon her, stated:

"The Award is conferred in recognition of your significant achievements contributing to the economic, social, and cultural advancement of our State and Nation and for exceptional service to the well being of mankind."

Prior to the commencement exercises, Miss Adams addressed the Phi Kappa Phi honor society at the University.

## IF ATTACKED...

Hear ye! Hear ye! In accordance with the instructions published by the Civil Service Commission, we hereby remind each and every employee of his responsibility in the event of an enemy attack on the United States -- go to the nearest Post Office, ask the Postmaster for a Federal employee registration card, fill it out, and return it to him. Not only will this card enable the Government to utilize your services following such an attack, but it will place you on the roster of active employees to whom pay will be forwarded. Keep in mind that this reporting procedure is applicable only under emergency conditions which prevent you from reporting to your place of employment as usual.

Victoria Loufakis.....Co-editor  
Martha Reeves.....Co-editor

John Crotty.....New York Reporter  
Donald Dwyer..San Francisco Reporter  
Victor Harkin.....Fort Knox Reporter

Sandra Tolbert.....Typist

# AS WE WERE A'SAYING

NEW YORK

DANNY FITAPELLI, Weigher in the Deposit Sec., has bought a new house in Jackson Heights. Now he wonders if he did the right thing, since his wife keeps coming up with new projects that keep him too busy to sit back and enjoy the acquisition.

MIKE GAGLIARDI, Melter, who also bought a house recently, has since picked up a French poodle to act as watchdog over his property.

Bride-to-be DORA PENA was recently honored at a shower. MARY FRIES, Accounting, engineered the production. Dora is going to Puerto Rico for a honeymoon visit and will reside in Brooklyn when she returns. We all wish Dora lots of happiness in her new venture.

Mr. and Mrs. VITO BRUNO have returned from their honeymoon, which took them to the West Coast. ROSE MARIE, the girl who sees that the payroll information gets to the Disbursing Office, tells us that she and her spouse had a really lovely trip. Vito has gone back to work in the Refinery Sec. and we hope he remembers to bring home his paycheck every payday. This is one case where a wife knows exactly how much money her husband is making! Best wishes, Vito and Rose Marie.

VINCENT LUNDY, Administrative Assistant, recently gave a "splash" of a party at his new pool. All the invited guests and their families arrived safely except LEONARD JOHNSON, Assistant Foreman, Deposit Melting, who got lost in the "wilds" of New Jersey. Seems he was told to take the turnpike, but he couldn't find it and arrived three hours late!

LARRY DAPRA of the Silver Depository at West Point can point with pride to a story published recently in the Highland Falls, N.Y., papers. His son Lawrence was graduated from the U. S. Military Academy at West Point on June 5th. Upon graduation, Cadet Dapra was made a lieutenant in the Air Force and received a B. S. degree. He was a Cadet Sergeant during his senior year at West Point and was active in the Cadet Chapel Acolytes, the French Language Club, Debate Council and Forum, Golf Club, and the Dialectic Society, a theater group.

Captain JOE MINETTI reports his tomato crop is coming along beautifully and he will have a supply of this fruit available for sale in the near future.

JOE DORSA of Deposit Receiving recently underwent quite a siege. While hospitalized and recuperating from pneumonia he was put on a strict diet, which took off 45 pounds in three weeks. Joe is back on the job now, but his clothes need to be altered to fit the new man. Keep well, Joe.

Another recent returnee to work is the ever-popular TOM McDEVITT of the Bullion Issue and Deposit Payment Sec. Tom was home recuperating from a heart condition. The office wasn't the same without him and we hope his condition has improved greatly. Happy recovery, Tom.

Honored at a ceremony held in the New York Assay Office, were the following: GEORGE VESCO, who retired after almost 38 years of service in the Assay Division; JOACHIM GIZZI, Foreman of the Refinery Cell Section, who received a cash award for his suggestion; and the following recipients of Length of Service Awards: SAL RUSSO, 30 years; OTTO DAMRAU, 25 years; RALPH ALESSI, TONY IMPERATO, JOHN J. LEE, and ZELIG ZAPASNER, 20 years; JOSEPH J. McMAHON, WILLIAM F. PRUSSING, MARTHA RIVERS, and JOSEPH ROMEJKO, 15 years. The highlight of the ceremony proved to be Vesco's farewell speech, which was liberally interspersed with humorous anecdotes and delivered in his own inimitable style.

Other retirees at New York this year include CHARLES LEROW, after 24 years of service; JOHN RUSSO, after 38 years; and UMBERTO FIORINO, after 11 years.

## SUMMING UP FORT KNOX

Things appear to be very quiet in our southernmost extremity. Officer in Charge, VICTOR HARKIN sends word that "the number of persons here who did not apply for the position of reporter is tremendous." He has therefore nominated himself, and we look forward to hearing from him in time for our next issue.

To those few (and fortunately there are only a few) who stay home for the slightest indisposition because they know they have some sick leave to their credit, we can only stress the importance of building up a comfortable margin of sick leave in the event that protracted illness or injury should occur.

# BY THE WEIGH

## SAN FRANCISCO

Since we last went to press, some three years ago, San Francisco has become a city with two Mint buildings but no Mint. What was once the United States Mint at San Francisco has become the United States Assay Office and, hereafter, we will refer to our institution by that name.

There is a new look in San Francisco these days, largely brought about through the transfer of the function of packaging and distributing "uncirculated coin," from the Office of the Treasurer of the United States in Washington to our Assay Office. This necessitated the employment of new help, welcome relief after the depressing succession of reductions, job terminations, and retirements that followed the cessation of coining and refining operations here. And so we extend a belated welcome into the family to LOUIS CUYALA, NORMAN CARR, WAYNE JOHNSON, JAMES "PAT" MALONEY, SILVIO MIRABELLI, GILDO NERI, MAURICE PRENDIVILLE, and ROBERT SHERIDAN. A great bunch of guys whom we hope will be with us for years to come. Welcome aboard, too, to three new members of the Guard Force, who joined up since the last edition: ALLEN CHERRY, RALPH WINCHESTER, and JOHN HERNAN.

We have a few interesting vital statistics, but the most earth shattering news since the abdication of King Edward was the passing of JOE MURPHY from the ranks of the perennial bachelors.. Congratulations, JOE! Recent months also saw MATT RILEY acquire the noble title of "grandpa." Ditto BILL PIPP. For Matt it was the first venture into the next generation, and for Bill, the third. We hear rumors that the wedding bells will soon be ringing for MAURICE PRENDIVILLE - how about it, Maurice? TOM KEHOE recently purchased a home in El Cerrito, while HARRY MILLER spends his weekends at his brand new summer quarters near San Rafael.

Unless you can post a score up around the 200 mark, don't challenge our Officer in Charge, JACK CARR to a match on the maples. Jack recently led his team to a League championship in the Downtown Bowling Alleys and has a trophy and certificates to prove it. Jack's wife Marge is also on the team, and we understand she rolls a wicked game herself.

For several years the San Francisco Assay Office had about as much of the feminine touch as Alcatraz Island, but things are looking up, and we are happy to welcome the three lovely ladies who have brought so much charm into our midst: EARLETA FLEMING, BETTY HILL and ALICE MATHERON. Alice, the vivacious daughter of MAURICE MATHERON, is working for her degree at the Evening School of the University of San Francisco. Earleta recently returned from a six-week tour of Europe that included visits to England, France, Italy, North Africa and Spain. Betty Hill, however, has not been so fortunate. Poor Betty has been hospitalized with a foot infection, but we hope by now she is fully recovered.

## CD COURSE HELD

A course in Medical Self - Help Training was recently conducted by Joseph Minetti, Captain of the Guard at the New York Assay Office, in connection with the Civil Defense Program. The course, developed by the Public Health Service of the Department of Health, Education and Welfare, covered the following subjects:

Radioactive Fallout and Shelter; Hygiene, Sanitation and Vermin Control; Water and Food; Shock; Bleeding and Bandaging; Artificial Respiration; Fractures and Splinting; Transportation of the Injured; Burns; Nursing Care of the Sick and Injured; Infant and Child Care; and Emergency Childbirth.

The following members of the New York Assay Office successfully completed the course: Salvatore Aiello, Vincent Ashville, John T. Bert, Gregory J. Bizzoco, Victor N. Carucci, Agustin Casal, Jr., Theodore S. Davis, Theodore Ferro, Michael T. Gagliardi, John T. Lees, Louis J. Nigro, Joseph J. Occhipinti, Antonio J. Passalacqua, John W. Ryan, Ebernard Simpson, Clinton Terry, Louis Teshner, Bernard J. Walsh, Carl K. Weitz, Carol M. Wilkes, and Jerome S. Zito.

All participants agreed that a great deal of valuable knowledge was gained from the course. The Assay Office hopes to instruct a new class in the near future.

## MINT PERSONALITIES

## EVA B. ADAMS

The appointment of a woman to a top - notch position has a way of stirring the public's imagination.

Eva Bertrand Adams was no exception when on October 30, 1961, she became the 18th Director of the United States Mint and the second woman ever to take the oath of office. Colorful headlines throughout the country heralded the appointment of the "Queen of Coin," the "Mint's Lady Boss," the "Coiner of Money."

President Kennedy himself was motivated to express complete confidence in her ability "to dress like a queen, think like a man, act like a lady, and work like a dog."

This confidence was reinforced by a gathering of more than 2,000 in Las Vegas, Nevada, where at the climax of a dinner in her honor, she was presented a tremendous cake surrounded by coins and topped by the lettering: "In God We Trust; And Eva Also."

The core of this success story, however, goes beyond the appointment, beyond the Director's prior 21 years of government service, beyond four college degrees, beyond her admittance to the Nevada and District of Columbia bars.

It lies instead in the mining town of Wonder, Nevada, where as a child, Miss Adams would roam around the mills and mines, watch inquisitively as the metal was melted, and listen dreamily as her father, himself a goldminer, spoke of that mysterious place somewhere over the mountains known as the Mint.

As Director, Miss Adams is wandering around a different kind of gold mine than she did as a child. She supervises the production of all U.S. coins at the Mints in Philadelphia and Denver and is also in charge of the transportation and storage of the country's gold and silver bullion. In addition, she keeps tabs on all the gold at Fort Knox, the silver at West Point and activities at the various Mint offices elsewhere in the country.

The Director admitted during a recent interview that she thought this would be a "feet on the desk" job. She quickly added that she's found it "much too interesting for that."

Nor does she become nostalgic for Capital Hill where in 1940 she launched a 20-year career as administrative assistant to three Nevada senators.

Story has it that Miss Adams was approached one day at the University of Nevada, where she was assistant dean of women and English instructor, by the late Senator Pat McCarran, a friend of her father's. He asked her to come to Washington as his administrative assistant. "I'm not a politician," she told him tartly. McCarran is said to have laughed and responded that he didn't want a politician, but somebody who knew the English language. After McCarran's death, she stayed on with his interim Republican successor, Ernest Brown, and, when he was defeated at the polls, remained to work for the winner, Alan Bible, a democrat.

Once every week, the Director returns to the Hill to have breakfast and visit with old friends. She has many of them. Best known of these are two former senators she knew on "The Hill" -- John F. Kennedy and Lyndon B. Johnson.

In approximately two-and-a-half months, Miss Adams will have terminated the second year of her first five-year term as Director. Reflecting over this initial period, she expressed marked enthusiasm for the employees of the Mint. "I'm impressed with the fact that the people in the Mint more than earn their money," she noted. "It is one Bureau that isn't full of gingerbread. It's a small enough organization," she added, "that everyone feels as though he were a part of it."

"The Mints," she continued, "belong to the taxpayer, and they are working for the taxpayer."

See EVA ADAMS, page 7

## EVA ADAMS

contd. from page 6

From the appearance of some of the correspondence which flows into the office daily, the taxpayer seems to be taking complete advantage of his unofficial status.

People write in seeking samples of coins, wishing to sell rare coins or asking for loans from the Director herself. One particular piece of correspondence which fascinated Miss Adams was from a little boy who wanted to know why the woman's face on silver dollars is upside down. Taking a silver dollar, the Director turned the coin horizontally to demonstrate how the boy arrived at such a misconception.

Silver coins, she pointed out, should be turned vertically in order that both images may appear right side up.

With the commencement of fiscal year 1964, Miss Adams has found herself in the midst of plans for a new Mint in Philadelphia (the fourth since 1792), the installment of a \$125,000 annealing furnace in Denver, and a manufacturing goal of 4,100,000,000 coins.

She has encountered the inevitable problem of a coin shortage which has become intensified of late with the increasing use of the vending machine and the laundromat.

The responsibility is indeed great; but then, so is the honor of high office. No success story can be complete without either.



## PLUS &amp; MINUS

## WASHINGTON

The ranks of the Office of the Director have swelled considerably this year. We extend a hearty welcome to all our new additions, among whom is your former editor, ELEONORA HAYDEN, who somehow got away from us temporarily, but who has found her way back at last (and just in time, for we fledgling editors will be in dire need of her assistance and advice!)....Also welcomed back to the fold after a two-year separation is MARY POLLARD, who sojourned briefly with another Treasury Bureau. Other new faces in the Washington office are....AMELIA WISEMAN, whom we were lucky to snare from IRS.....BONNIE PIATT, an Ohio-girl-come-East.....RUDOLF GIBSON, whose capable services were obtained from the Bureau of the Public Debt....JOHN BENNETT, a refugee from the Department of the Army, (and we don't mean a draft-dodger!). ...VIKKI LOUFAKIS, who was graduated cum laude with a major in Journalism from West Virginia University, and was the recipient of numerous literary and scholastic achievement awards.....LINDA CHANEY, a native North Carolinian and a recent high school graduate.....JUDY WALTERS, to whom we offer our best wishes for happiness on the occasion of her recent marriage.....SUSAN OSTROW, our most recent acquisition, also a June high school graduate.....and SANDY TOLBERT, veteran of three summers in the Office of the Director and planning to return this fall for her senior year at the College of William and Mary.

We bade farewell to three of our number, who have retired since the beginning of the year.....EARNEST HOUSTON, who retired in March after over 16 years of service, and is now serving as pastor of the First Missionary Baptist Church...CLYDE CLINE, another March retiree with 26 years' service to his credit, now residing in Ocean View, Delaware.....and MARGARET ARENDES, a recipient of the Albert Gallatin Award for more than 28 years of Treasury service.

*Absence of accident depends on presence of mind.*

# OLD FRIENDS MUST PART

Have we ever got BIG news for youse!

The Fulton Fish Market, that ripe old neighbor of the New York Assay Office for, lo, these many years, is expected to migrate to the Bronx -- but soon, it is hoped. And with the coming of the New York Stock Exchange to South Street, the boulevard of broken dreams will soon attain a new respectability.

A couple of years back, before the coffee roasters and the spice houses were driven from the neighborhood by the widening of Water Street as part of the downtown development program, there were a variety of pungent odors in that area which tended to neutralize, in some small degree, the oppressive piscatorial bouquet that overhangs South Street like the pall of doom.

From there, too, the march of progress must inevitably uproot other old denizens who in some respects are quite indistinguishable from the mullet and smelts, the cod, mackerel and other members of the finny tribe reposing at the Fulton Fish Market and befouling the atmosphere in the vicinity of the Assay Office.



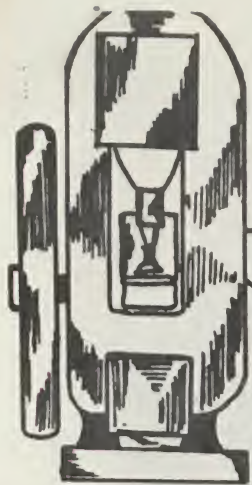
We refer, of course, to the derelicts and winos who infest the hallways, sidewalks and gutters along South Street, attracted, no doubt, by the beautiful marine view offered by the East River as it sloshes back and forth under the Brooklyn Bridge.

Perhaps these gentry will follow their finny associates to the Bronx, as it is inconceivable that upper-crust bums of the opulent financial district of New York will fraternize with the lower-crust vagabondery of the Bowery.

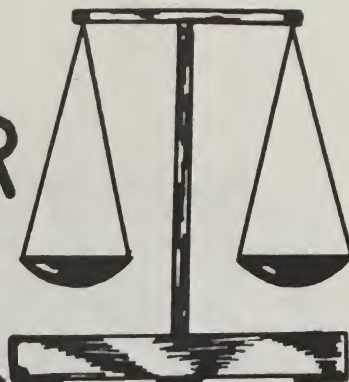
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# The Mint OBSERVER



Volume 1

October 1963

Number 2

## STEP INCREASE RULES OUTLINED

The Bureau of the Mint has outlined, in Mint Personnel Procedures Letter No. 38, the rules which will govern the granting of salary step increases.

Employees paid under the provisions of the Classification Act of 1949, as amended, will be granted these "within-grade" salary increases when two qualifying determinations have been made.

First, the employee must complete the statutory time requirement, i. e. 52 weeks for advancement to steps 2, 3 and 4 of a grade; 104 weeks for advancement to steps 5, 6 and 7 of a grade; and 156 weeks for advancement to steps 8, 9 and 10 of a grade.

Secondly, the employee's supervisor must certify that his work has been of an acceptable level of competence, based on overall performance throughout the required waiting period.

The responsibilities of the supervisor and of the personnel or administrative office in regard to the granting of these step increases are set forth in Letter No. 38.

Provision has been made for additional within-grade increases for high quality performance, as defined in Mint Personnel Procedures Letter No. 39, for Classification Act employees. Recognition in the form of a within - grade increase is merited when the employee's performance is characterized by the following: (1) a high degree of proficiency in the most important functions of the job, above that ordinarily found in the type of position concerned; (2) when viewed as a whole, it is significantly above an acceptable level of competence; (3) it has been sustained for at least 6 months; (4) it is expected to continue in the future at the same high level of proficiency;

(5) it clearly merits faster than usual salary advancement; and (6) although atypical, it is sufficiently attainable to motivate employees.

The increases for high quality performance may be granted in addition to or concurrently with any other form of recognition, e. g. a cash award. Responsibility for recommending the increase rests with the supervisor who will evaluate the performance of employees under his supervision with regard to the factors set forth in Letter No. 39. His recommendation will be submitted to the Incentive Awards Committee at the field level, and forwarded to the Office of the Director for final approval by the Director of the Mint.

These procedures have been incorporated in the Treasury Personnel Manual, and may be found under Chapter P-1, Pay and Allowances. Employees may review the procedures in the personnel or administrative office at any time.

In behalf of the Bureau of the Mint, the OBSERVER staff extends its deepest sympathy to the family of FRANK FARRAND. Mr. Farrand, 55, passed away Monday, Oct. 7, of a heart attack. He was the veteran of 23 years of long and valued service in the United States Assay Office at San Francisco. He will be sadly missed by his friends and associates in the Mint service.

# PLUS & MINUS

## WASHINGTON

Things have been unusually quiet in the Office of the Director lately. Our audit teams are out in the field, which tends to diminish the noise at home by several billion decibels! At last report, the plans included a weekend visit to Colorado Springs.

We were happy to be on the receiving end of a visit from WILLIAM BYERS, Guard at Fort Knox, who stopped in briefly while on vacation.

We have a proud papa to report. DAVID BOWMAN joined the elite group on Labor Day, becoming the father of little Donna Marie.

Not to be outdone, PHYLLIS HUIE promptly became a proud grandma, and departed for Chicago to help daughter Sue with the new arrival, Constance Sue.

The clan gathered in the Director's office recently to award WALLY PRUSZKOWSKI, Accountant, his gold pin for 25 years' service in the Government.

MARGARET GORMAN was the guest of honor at a luncheon in the roof dining room of nearby Hotel Washington last month. Margaret has left us to enter nurses training at Sibley Hospital, and from all reports, is doing very well.

The Director's office was the scene of festivities on Sept. 10. A beautiful cake decorated with gold coins and the words "E Pluribus Eva" commemorated the birthday of our Director, EVA ADAMS. The cake was a very shortlived masterpiece, for all present soon discovered it to be as delicious as it was beautiful!

RUDOLF GIBSON accepted an invitation to a temporary appointment to the Secretariat of the 1963 Annual Meetings of the Boards of Governors of the International Monetary Fund and the International Bank for Reconstruction and Development held recently at the Sheraton-Park Hotel.

All employees knocked off work briefly on Sept. 18 to attend the swearing in of ROBERT A. WALLACE as new Assistant Secretary of the Treasury. Supreme Court Justice Byron "Whizzer" White administered the oath and Secretary Dillon spoke briefly in praise of Wallace's accomplishments.

Anyone who, at one time or another, has sent in box tops, labels, coupons, statements in 25 words or less, etc., all to no avail, will be delighted to learn that MAY BAILEY sent in the liners from three Coca-Cola bottle tops and was the winner of a 19 - inch RCA-Victor television set. And no doubt her three children are even more delighted!

## CHARITY DRIVES BEGIN

The United Funds and Community Chests are appealing for funds in communities throughout the United States again this fall. Among the humanitarian efforts for which the united way campaigns are seeking support are care for homeless children, services for the aged, medical and nursing care for the needy, safety and blood donor services, physical and mental health organizations, and recreational and character - building activities for the youth of our country, as well as relief to unfortunate human beings hit by disaster or other unforeseen emergencies.

Through this appeal each employee is given the opportunity to contribute to the health, welfare and recreational needs of the community in which he lives and works, thereby enjoying the personal satisfaction that is derived from exercising his full citizen's share of community responsibility.

Secretary Douglas Dillon stated: "I am very proud of the reputation which Treasury personnel have gained for their participation in the various recognized fund drives throughout the country. I am confident of the same fine support in this year's campaign." And later, "You have indicated by your response that you recognize that these are not entirely charity campaigns, but rather they offer an opportunity for all of us to invest in a better way of life."

Last year, Federal employees, through their voluntary contributions, materially assisted the United Campaigns in attaining the record total of \$520 million.

Employees of the Bureau of the Mint are urged to contribute as generously as possible during the forthcoming solicitations.

# WE'VE COME A LONG WAY

The first Mint was established by an act of Congress on April 2, 1792, and was situated on the east side of Seventh Street in Philadelphia -- then the nation's capital. President Washington delegated initial supervision of coining operations to the Secretary of State but later transferred this function to the Secretary of the Treasury.

Further legislation paved the way for the subsequent creation of branch mints and assay offices and fixed public depository functions upon such institutions. Under the Coinage Act of 1873, the Superintendent of the Philadelphia Mint was moved to Washington, at which time the Mint was made a bureau in the Treasury Department. Henry R. Linderman was placed in charge of the Mint and its field offices and given the title of Director of the Mint, while heads of the branch mints were officially designated as superintendents.

The machinery as well as the metal first used was imported -- the copper coming from England. Copper cents were made in 1793 -- the first money coined by the authority of the United States. The following year saw the advent of silver dollars and 1795 ushered in the gold eagles.

The dramatic transition from manual labor to twentieth century mechanization has been accompanied by an equally dramatic expansion in the scope of responsibility. At present the Bureau of the Mint manufactures and distributes all domestic coins; safeguards the Government's holdings of monetary metals; acquires gold and silver bullion. Other activities concern: the refining of gold and silver; coinage for foreign governments; the manufacture of medals for the armed services and others; the manufacture of coinage dies and platinum assay utensils; special assays of bullion and ores submitted for analyses; the manufacture and sale to the public of medals of historic interest.

In addition to the Office of the Director in Washington, Mint institutions include the Philadelphia and Denver Mints, the San Francisco and New York Assay Offices, the Fort Knox Depository for the storage of gold and the West Point Depository for the storage of silver.

# MINIMUM STANDARDS ESTABLISHED

The Treasury Department has established minimum standards of conduct required of all its employees. These standards are based on the principles set forth by President Kennedy in the following statement: "No responsibility of Government is more fundamental than the responsibility of maintaining the highest standards of ethical behavior by those who conduct the public business. There can be no dissent from the principle that all officials must act with unwavering integrity, absolute impartiality, and complete devotion to the public interest. This principle must be followed not only in reality but in appearance. For the basis of effective Government is public confidence, and that confidence is endangered when ethical standards falter or appear to falter."

SEE 'MINIMUM' PAGE 9

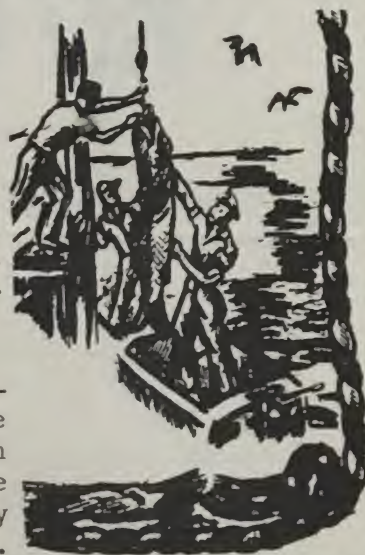
## SMALL FRY

A stalwart group of Assay Office sportsmen (namely TED SCHIERCKE, JOE OCCHIPINTI, JOHN LOVISEK, GEORGE MARTIN, BILL DALY, GREGORY BIZZOCO, VICTOR MARINI, JEROME YELLIN and PETER KNELL), sallied forth in late August on the good ship Jib III to match brains and brawn with the finny denizens of the briny deep. Alas, the fish proved smarter than the sports by stealing the bait without getting caught.

Among the more intrepid souls that day, was one John Lovisek, who thought to fool the fish by baiting his hook with a rubber worm. He not only didn't fool them, he chased them away entirely!

High hook for the day was Greg, with a bag of three starfish, one small blowfish, six baggalls, four skates -- and nothing to put in the freezer for the long winter ahead.

Joe Occhipinti won the pool with an enormous fluke weighing every bit of one lb. Better luck next time, fellows!



## HISTORY OF CENT COLORFUL

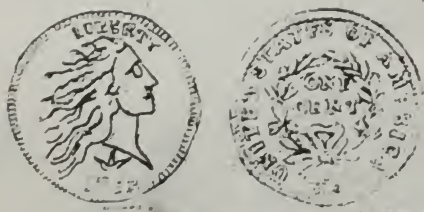
## LEGEND SURROUNDS COIN

EDITOR'S NOTE: The first regular release of coins took place at the Philadelphia Mint on March 1, 1793. It consisted of 11,178 one-cent pieces. Since that time, that seemingly insignificant medium of exchange valued at only 1/100 of a dollar has changed its face many times, been a topic of controversy, and has even helped this country fight a war.

In this issue the colorful story of the one-cent piece has been traced through the initial three series: the Liberty Cent, 1793-1851; the Flying Eagle Cent, 1857 - 1858; and the Indianhead Cent, 1859 - 1909. December's publication will contain the story of the Lincoln cent, in use since 1909.

The first one-cent pieces struck at the Philadelphia Mint were nearly the size of a half-dollar. The obverse of the coin contained the word "Liberty" and the bust of Liberty with loose, flowing hair. Shortly thereafter, three olive leaves on a stem were placed under the bust. A chain of 15 links and "United States of America" decorated the reverse.

In that same year (1793) the Liberty Cent passed through two additional stages. First, the chain was replaced by a wreath and then a liberty cap on a pole appeared over the shoulder of the bust of liberty.



The frequency of the cent's alteration decreased as 1793 came to a close. To be sure, there were minor changes in border design, in the size of the objects and, of course, in the date. However, there was no notable modification until 1796 when the draped bust of Liberty appeared with long hair falling on her neck and back, and two side locks drawn back and tied with a ribbon.

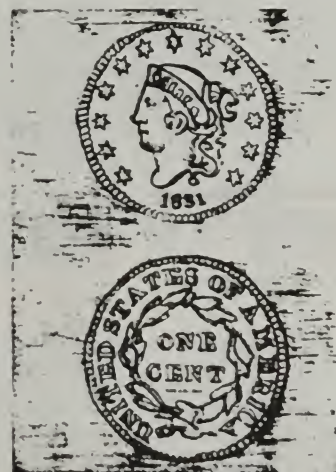


In this year, also, there was a noticeable correction in the spelling of "Liberty." The letter B had been placed over an H. The word was written without error the following year.



In 1808, "Liberty" altered her appearance slightly by binding her locks with a fillet inscribed "Liberty." By 1816, the hair had been knotted at the back of the head, although the fillet remained intact.

The decades that followed brought with them improvements in the head of Liberty, until by 1840, it was smaller and the neck longer.



## LEGEND (FROM PAGE 4)

An enthusiastic writer recently applied his interpretation to the transient image of Liberty from 1793 to 1857. The change from loosely hanging curls to tightly knotted hair represented to him a maturing process --a portrayal of Liberty first as a young girl in her teens, then in the process of growing up, next enjoying her family, and finally taking her place in life.

The end of the Liberty series on February 21, 1857, also marked the termination of the large cent era. The feminine delineation was succeeded shortly thereafter by a flying eagle, and the new coins--a combination of copper and nickel, became much more compact. The pieces were so light in color they were popularly called "white cents."

During 1858, the final year for the short - lived Flying Eagle, two varieties were issued. The first had large lettered legend "United States of America" while the second type had smaller letters in the legend.

A legend of another sort was introduced when the year 1859 ushered in the Indianhead series. The story has many variations, but the central theme remains the same.

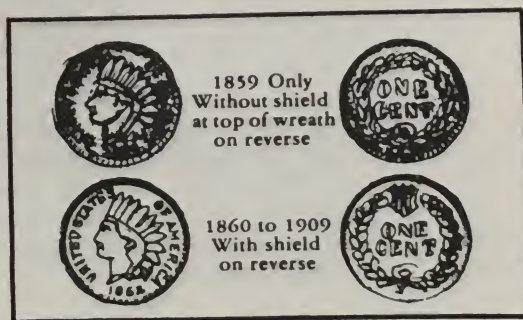
It happened that several Indian chiefs traveled from the Northwest to Washington to visit the Great Father, and then journeyed to Philadelphia to see the Mint. The Chief Engraver at that time--James Barton Longacre--being a very hospitable person (so the story goes) invited the guests to his home. Longacre's daughter Sarah greatly enjoyed the unique visitors and during the evening, one of the chiefs took off his feathered helmet and war bonnet and placed it on her head. An artist in the company immediately sketched her and handed the picture to her father. Mr. Longacre, knowing of the competition for an acceptable design to be placed on the one-cent piece soon to be issued, contended for the \$1,000 Government prize and won. The face of his daughter was consequently circulated about the nation for nearly a century.

However, a letter to John H. Landis, Superintendent of the Philadelphia Mint from Charles E. Barber, Engraver, on November 20, 1908, expressed doubts as to the validity of the tale.

"I beg to say," wrote Barber, "that it is most difficult to disprove a story of this character, and, in fact, many persons do not want any evidence to upset a pretty romance such as is now woven around this coin, any more than they are now anxious for facts that will cast doubt upon the origin of our flag and the Betsy Ross romance."

Barber went on to say that Longacre's aim was to portray an ideal head of an Indian female and that his sentiments were very much against his using a model of any kind. Barber had derived this information from a former assistant of Longacre's who was still in the Mint. The writer further contended that Longacre had sketched the head several years before his daughter was born. He added that the feathers which decorated the head upon the one-cent coin were not a war bonnet, and, therefore, could not have been sketched from any real bonnet taken from the head of an Indian, as Longacre was too good an artist to wander so far from the real thing. "If you ask for positive proof of this," Barber concluded, "there is none. Longacre died in 1869."

The Indianheads of 1859 contained an olive wreath on the reverse. In 1860, however, an oak wreath was substituted and three arrows were inserted under the ribbon that binds the two branches of the wreath.



The cents struck between 1859-1864 were composed of 88% copper and 12% nickel, as were their predecessors, the Flying Eagle coins. In 1864 the weight of the coins was reduced from 72 grains to the present weight of 48 grains, and the alloy changed to 95% copper and 5% tin and zinc.

SEE 'LEGEND' PAGE 6

More than 8300 Federal employees work in automatic data processing operations which were virtually non-existent in 1950.

## LEGEND (FROM PAGE 5)

In addition, the Act of February 12, 1873, made the inscription "E Pluribus Unum" a requirement of law. The motto appears on all coins currently minted.

As the first decade of the twentieth century drew to a close, so ended another era in the life of the coins. The U. S. one-cent piece was approximately 116 years old when the controversial Indianhead gave way to an even more controversial likeness -- that of Abraham Lincoln. More fruitful years lay ahead for the numismatist and the imaginative writer.

## WAGE COMMITTEE REVIEWS JOBS

The Wage Study Committee is now reviewing current job descriptions for each wage board job in the Bureau of the Mint.

In addition, plans are being made for three of the committee members to attend a two-week course in "Position and Pay Management" to be offered by the Department of the Army. The course, to be conducted in New York, N. Y., will enable the members to become familiar with the Army pay system, with a view toward its possible adoption by the Mint.

At the end of the New York session, committee members, a staff member from the Office of Personnel and a Civil Service Commission consultant will meet in the Office of the Director to work out the details for the remainder of the study. This meeting is tentatively planned for December. It is hoped that the entire study will be completed and that any changes which result from it will be made effective by May 1964.

## ACHIEVEMENTS OF HANDICAPPED LAUDED

The observance of "National Employ the Physically Handicapped Week" from Oct. 6-12, brought to mind the ever-increasing, ever-impressive number of men and women of strong will who have overcome their handicaps to achieve their goals in life. Our schoolbooks included the names of many people, from artists to statesmen, who fought long, uphill battles to attain fame in their chosen fields.

Former President Franklin D. Roosevelt was crippled by polio. His kinsman, Theodore Roosevelt, also had his share of physical disadvantage. Born with poor eyesight, he was blinded in one eye in a boxing match in college. Through long hours of exercise, he transformed himself from a sickly youth to a strong frontiersman. He refused to be counted out of careers as soldier, explorer, historian and statesman.

Demosthenes, still considered one of the greatest of orators after 23 centuries, was not born with oratorical gifts. He was of frail physique, with a weak voice and lungs, and a stammer. He built himself up physically, he shouted against the ocean surf, he practiced with pebbles in his mouth to gain clear enunciation -- and he made himself heard in old Athens.

Ludwig van Beethoven was only 30 when he was struck by the cruelest blow a musician can suffer -- deafness. For 27 more years, however, he composed sonorous, timeless music, suffering silently in his own private silence.

Julius Caesar, Napoleon and Alexander the Great were among the many strong personalities who refused to allow epilepsy to halt their march to fame.

For years Auguste Renoir endured arthritic agonies; yet he continued to paint. When he could no longer hold a brush, he had brushes tied to his hands and developed a splendidly new style of broad strokes and vivid new colors.

There are countless others less famous but equally valiant, who have faced and overcome awesome disabilities to lead productive and independent lives. They are to be found in virtually every community, proving by their courage that: "It's ability, not disability, that counts."



## APPEAL RIGHTS DEFINED

A well-defined system of procedures for employee appeals has been set up by the Treasury Department and the Bureau of the Mint. Any career or career - conditional employee who is not serving a probationary period has certain appeal rights. He may make his appeal in one of three ways: (1) a written request for reconsideration of an adverse action; (2) a written request for reconsideration of certain disciplinary actions; or (3) the presentation of a formal grievance.

These three types of appealable actions are covered by three distinct procedures, all of which are set forth in Chapter A-5 of the Treasury Personnel Manual, and in Mint Personnel Procedures Letter No. 32. The manual is retained in the personnel or administrative office, and is readily available for review by any employee at any time.

In the first case, adverse actions include: discharge; suspension for more than 30 days; furlough without pay; and reduction in grade, rank or compensation (including such a reduction taken after a classification decision by the department, bureau or the Commission.

Secondly, appeals may be made from "certain disciplinary actions," i. e. oral admonishments (confirmed in writing) which are made a part of the employee's official personnel folder; a formal reprimand; or a suspension for 30 days or less.

The third and final type of action governed by the appeals system is the employee grievance. A grievance is an employee's expressed feeling of dissatisfaction, presented in writing, with aspects of his employment, working conditions, or work relationships which fall outside his control and which he has been unable to resolve in a previous informal discussion of his complaint.

An employee may discuss any complaint or grievance with the personnel or administrative officer whenever he feels such a discussion is justified. Through this discussion all technical phases of the appeals system applicable to his specific case will be explained to him. These technical aspects concern such matters as the time limits for filing an appeal, the levels of appeal, the scope of review of his appeal, and the conduct of a hearing on his appeal.

## BLOOD DONOR PROGRAM PROTECTIVE SERVICE

If you are between the ages of 18 and 60, and in good health, one pint of your blood and less than one hour of your time can be your gift of life to the sick and injured. You are fortunate to be an employee of a participating group in the Red Cross Blood Program. It is a protective service for you, your family and your neighbor.

In 1951 the President of the United States classified blood as a critical national resource related directly to the health of our people and to the security of the nation. He created the National Blood Program, whose purpose is to conduct an integrated program to meet the nation's requirements for blood, blood derivatives, and related substances. The Red Cross is a major factor in the National Blood Program, pledged to lend every possible assistance in the belief that through such cooperation the greatest number will be served. To accomplish this end, the Red Cross depends entirely upon the voluntary donations of the American people.

In turn, the Red Cross pledges to meet the blood needs of the employees of a participating group and the members of their immediate families as long as there is blood available. In the event that an employee or a member of his family is hospitalized, it is the responsibility of that employee to see that his recruitment representative is notified. The representative will then notify the Red Cross that the patient is in a certain hospital and will need blood. The Red Cross will arrange for replacement of the blood used.

Contact the Red Cross Blood Recruitment representative in your institution to learn where and how you can give blood. Give the gift of life -- it's priceless.

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One of our friends at Fort Knox has computed that the gross weight of the gold bars stored there is slightly in excess of 11,834 tons; just about twice the weight of the building itself. If the value of the gold stored there could be converted to the old \$20 Double Eagles and piled atop one another, the stack would tower to a point 159.9 times as high as Mount Everest!!

## MINT PERSONALITIES

~~~~~  
ROBERT A. WALLACE ~~~~~

"It is not my intent to operate the Mint and the Secret Service but to see that they are operated. Many factors can get in the way of the operations of these agencies. I play the role of a blocker in curbing any opposition that may arise."

In such a way did newly-appointed Assistant Secretary of the Treasury, Robert A. Wallace, interpret his position as policy supervisor to two of the Department's bureaus during a recent interview.

At present he maintains the responsibility which he carried formerly as Assistant to the Secretary, having served in the latter capacity from January, 1961, to his appointment last month.

In addition to policy supervision, Wallace will continue to represent the Treasury in matters pertaining to the formulation of the national budget. As the Treasury's Employment Policy Officer, he is given much of the credit for tripling the number of Negroes in the highest regular classified positions and increasing their number in the middle professional levels during recent years.

There are few fields with which the new Assistant Secretary is not familiar. He holds his Ph.D. from the University of Chicago, and has served at various times as engineer, teacher, author, campaign organizer, legislative assistant to a senator, economic consultant and staff director of several congressional committees.

Aside from these achievements, he can shoot with the best on the Secret Service force, having been certified a pistol expert, and having accumulated 17 trophies during the past year. These cover the entire shooting field, from the .22 calibre to the .38 calibre and the .45 calibre weapons, and from bullseye competition to combat shooting. He has tried out the ranges at Fort Knox and at the New York Assay Office.

Wallace spent his childhood in Oklahoma. His father was a county superintendent in the southwestern part of the state and a professor of English at Oklahoma State University.

His mother was a pioneer in the land run, entering the Cheyenne Territory in 1893. She recently completed a book about her pioneering days which is now being reviewed by publishers.

Initially, the Assistant Secretary studied engineering at Oklahoma State, serving during the Second World War as an engineer with the Boeing Aircraft Corporation. Consequently, Wallace attests, "when I visited the Philadelphia Mint in December, 1961, I felt the acute need for building a new edifice to house modern production facilities."

Having received his A.B. degree from the University of Washington, Wallace moved to Chicago in 1946 where he commenced study for his Ph.D. in Political Science. It was at this time that he became acquainted with Senator Paul H. Douglas, then a professor of economics at the University.

He later discussed with Professor Douglas the possibility of the latter's entering the race for mayor of Chicago. "Douglas didn't think he could break the Kelley-Nash Democratic machine," said Wallace, "but I proceeded to organize the 'Douglas for Mayor Committee.'" Douglas did not become Mayor but the Kelley-Nash Democratic machine was broken and a new Mayor was elected.

In December, 1947, the Democratic Party endorsed Douglas for the senatorial race, and in the summer of 1948, Wallace once again hit the campaign trail. That fall he accepted a position as instructor at the Illinois Institute of Technology. His teaching career was cut short, however, when in January, 1949, he went to Washington to serve as legislative assistant to newly-elected Senator Douglas of Illinois.

It was in this capacity that Wallace met President Kennedy in 1951 when the latter was in Congress. "We were both interested in economy and government," explained Wallace, "and were studying how to implement the recommendations of the First Hoover Commission created in 1948 to make suggestions for the achievement of greater efficiency in the Federal

SEE 'ROBERT WALLACE' PAGE 9

## ROBERT WALLACE

(FROM PAGE 8)

government." Approximately eight years later, Wallace was to become an economic consultant to the Presidential hopeful and campaign manager for 20 states.

In the meantime, however, other considerations occupied the Assistant Secretary's active life. In 1952, he became staff director of a joint congressional committee on railroad retirement. To assist him with this study, he hired Ted Sorenson, a young attorney. When the work of the committee was completed, Sorenson was recommended to Senator Kennedy, and shortly thereafter joined his staff. He is now Special Counsel to the President.

Wallace left Senator Douglas' staff in January, 1955, to become the staff director of the Senate Committee on Banking and Currency. Here he first came in contact with Mint activities, since all business dealing with the Mint had to be approved by the Committee. During this same period he conducted a study of the stock market.

In April, 1959, Wallace became consultant to Senator Kennedy, concentrating his major effort in mid-western and western states. In West Virginia he met with Democratic leaders in the state's major cities, revisiting the state on May 8, 1959, with Senator Kennedy. The primary there played a key role in Kennedy's victorious battle for the Democratic presidential nomination. The rest is contemporary history.

At 42, the Assistant Secretary is among the younger members of the New Frontier. He is also the author of a book, "Congressional Control of Federal Spending," published in 1960.

Wallace's ability as an organizer has already been an asset to a prospective senator and president, and his wide range of experience is proving itself invaluable in the discharge of his diverse responsibilities in the Treasury Department.

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From 1954 to 1962 the population of the country increased by 14.5 percent while Federal civilian employment increased only 4.3 percent.

## SUMMING UP

### FORT KNOX

The pabulum industry will be delighted to learn that MANSON WHELAN, Guard, has become a proud papa. The new little bundle of joy arrived on July 23 and is named Janet Kaye.

The moonshiners of Kentucky can look forward to a very tough month; Captain BILL MAERZ has been called to jury duty -- TO THE STILLS, MEN!!

WILBUR C. STONE, a former Guard at the Gold Vault, has a rather unique distinction - he is the first person ever to retire from Fort Knox at age 70. In addition to this, he was signally honored by having the Director as well as the Assistant Secretary on hand at the time of his departure and therefore received a Gallatin Award from them jointly. As Wilbur says, "Tinker to Evers to Chance might be revered by many, but I think Wallace to Adams to Stone is about the nicest double play combination I ever saw!"

SEE 'FORT KNOX' PAGE 11

## MINIMUM (FROM PAGE 3)

Personnel of the Treasury Department are expected to adhere to the principles in the President's message and to standards of behavior that will reflect credit upon the Government. The Department takes a positive and reasonable approach to the matter of maintaining the high standards of conduct necessary in the transaction of Treasury activities.

The laws, rules and regulations of conduct covering such subjects as conflicts of interest, political activity, gifts or gratuities given to employees, outside employment, and other phases of activity which may be matters of concern to Treasury employees, are set forth in Chapter C-2 of the Treasury Personnel Manual. Each employee in the Mint is required to know the standards of conduct and their application in his case; to seek information from his supervisor in case of doubt or misunderstanding on the application of the standards; to adhere to the standards of conduct; and to be aware of the consequences of violation of the laws, rules and regulations regarding conduct. Copies of Chapter C-2 are available in pamphlet form for all employees of the Bureau of the Mint. They may be obtained in the personnel or administrative office.

## FORT KNOX

(FROM PAGE 9)

Another recent retiree from the Gold Vault was Sergeant JACK JAMES, who had been on hand since the opening of the Depository. Jack also retired for age. He received from his co-workers an engraved silver bowl.

By the time you read this, Lt. BILL BYERS will be on a motor trip, with his family to the East Coast, where he intends to visit the Philadelphia Mint.

JIMMY WOLFE of the administrative office, extended his settlement leave by taking a side trip to Boston where he visited his son who's now a medical doctor there. While in N.Y. Jimmy and Mrs. Wolfe occupied the 'house seats' at a hit Broadway show and were invited back-stage to hobnob with the stars. Remember, Jimmy we knew you when....

People at Fort Knox are rooting for the speedy return of ART DeSILVA who has been on sick leave due to a heart ailment. In the last issue of this paper, the importance of an ample supply of sick leave was stressed. Art is a spectacular example of this virtue --- DeSilva was stricken last December and is STILL drawing a full pay check, and will continue to do so for some time!

Captain BILL MAERZ is as happy as a clam at high tide; his son JIM,

from Los Angeles, has come to spend his vacation with Maw and Paw.

Guard STANLEY ALLEN noted from the last 'OBSERVER' that there was a minor league tomato grower in N. Y. named JOE MINETTI. Stanley has just grown a tomato that measures 22 inches and weighs 31.17 ounces on the bullion balance (them's troy ounces, Son!) Stanley who never exaggerates, claims that he's going to drill three holes in his prize and use it as a bowling ball.

Guard BILL BOWMAN of the Gold Vault constabulary, has just returned from an emergency trip to Georgia where he was called due to the serious illness of his sister - get well quickly, Sis!

ALBERT EVANS, former Officer in Charge, is currently visiting his old friends on the Post. Al, as usual, is living in a trailer and traveling across the country pulling his house behind him. He's still not sure just where he'll settle, but he says, "No more N. Y. winters."

Guard JIMMY BOOTH together with his family, toured the Smokey Mountains and his native Georgia during his vacation. He also paid visits to the Office of the Director and to the Philadelphia Mint.

Folks at Fort Knox have lighted the 'Welcome Aboard' sign for FOWLER S. CRAIN, a new Guard who entered on duty in early September.



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## BY THE WEIGH

### SAN FRANCISCO

Fishermen scattered in all directions during the past two months, with MAURICE MATHERON and his daughter ALICE taking to the high Sierras, BILL PIPP depleting the supply of fish in Clear Lake, and BOB BRIDGES landing a 37-pound salmon in the blue Pacific. Bob was the winner of a new rod for his notable feat.

Vacation reports are coming in slowly, but we do know that JOHNNY BREKLE and JIM SANGSTER spent their leisure time at Lake Tahoe, MATT RILEY basked in the sun at Carmel, and both BILL LAMBERT and DON DWYER spent a few days in beautiful Santa Barbara. HARRY MILLER starts his annual trek to Texas in the very near future.

BOB SHERIDAN underwent surgery recently, but is now well on the road to recovery.

Additions to the San Francisco family are GEORGE 'GUS' RIEU, Accounting Technician, and NANCY GERGURICH, Clerk-Typist in the Cash & Deposits Division. Both Gus and Nancy are transfers from other Government agencies.

The clang of wedding bells will be heard throughout San Francisco in the next few months. MAURICE PRENDIVILLE has chosen Columbus Day to launch himself on the sea of matrimony. NORMAN CARR and TOM KEHOE both plan November weddings. Congratulations and best wishes to all of them.

Visiting the Assay Office recently were: PAUL MAGUIRE, the likeable Assayer from New York, an old friend of ours; FRANK HEALY, one of our most faithful 'alumni'; and GEORGE GERRNS, who left our ranks in the reduction in force of 1955 and now has a responsible position in Internal Revenue. We were especially glad to hear from George that so many of our ex - Mint people are doing so well down there, including FRANK SMITH, JIMMY O'KANE, MAURICE CARMODY, BOB OPPENHEIM, AL CAVEN, and others.

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# NOV. 22 NEXT DEADLINE

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Victoria Loufakis.....Co-editor  
Martha Reeves.....Co-editor

John Crotty.....New York Reporter  
Donald Dwyer..San Francisco Reporter  
Victor Hurkin.....Fort Knox Reporter





# The Mint OBSERVER

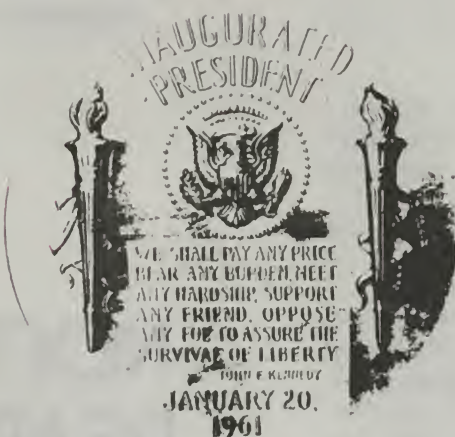


Volume 1

December 1963

Number 3

## IN MEMORIAM



JOHN F. KENNEDY PRESIDENTIAL MEDAL

# FORMER DIRECTOR SENDS MESSAGE

"Dear Miss Adams.....I have for some time wanted to congratulate you upon the sanction given by the Congress to the building of a new Mint at Philadelphia. It will meet a long-felt need....Congratulations are due you too on the advent of The Mint OBSERVER. I have devoured the two issues that have been sent me..."

The message came in the form of a personal letter to the Director. Its author, however, is a woman whom many Mint employees still remember warmly, though more than a decade has passed since she last occupied her old-fashioned, high-ceilinged suite on the northwest corner of the Treasury Building. She is Nellie Tayloe Ross, Director of the Mint from May 5, 1933 to April 29, 1953, and the first woman ever to hold the position.

In her letter she noted the large number of strange names among the personnel and added: "Truly we live in a world of change...Nothing is static..." Her remarkable career is the best testimonial to this fact. Not only was she the first member of her sex to direct the Mint, but she was also elected Governor of Wyoming to finish her husband's unexpired term when he died in 1922 - the first woman to serve in this capacity in any state in the United States.

Following her tenure in office, she became vice-chairman of the Democratic National Committee, and from 1929 to 1932 was in charge of women's activities for the Democratic party with offices in Washington.

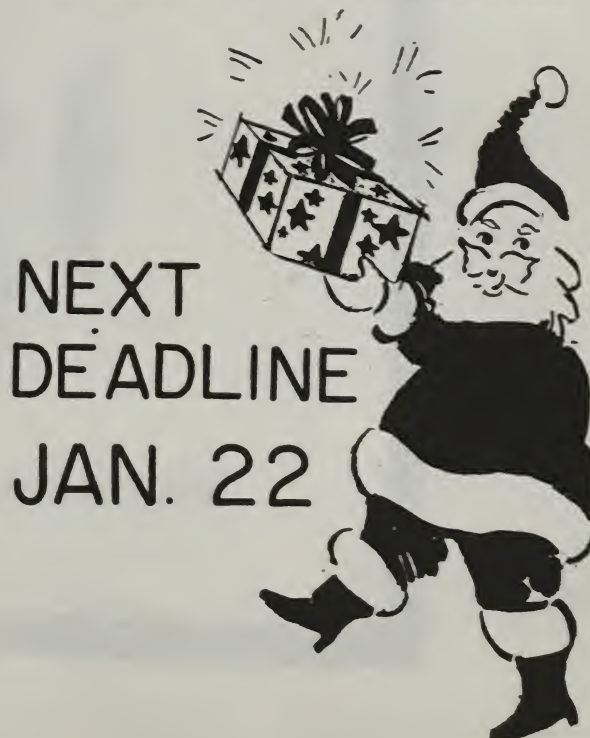
When Mrs. Ross came to the Mint in 1933 output was 358,269,353 coins. Just 12 years later, the peak production for the World War II period was more than 4,000,000,000. She herself has characterized the growth as that from infant to giant.

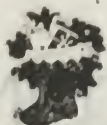
She currently resides in Washington, although she has been away from home much of the time of late. "For one who is supposed to have all the leisure there is," she concluded in her letter, "I seem to keep surprisingly busy with commitments of one kind and another."



Nellie Tayloe Ross (1933).

Miss Adams' response reflected the high esteem with which her predecessor is remembered here: "You are spoken of very frequently down here in your Mint," she wrote, "and all of the field people ask about you when I go out. I will be happy to tell them of your continued interest, as this is your family and your Mint, very surely, and everything is better because of your influence."





## SUMMING UP FORT KNOX

Officer in Charge VICTOR HARKIN has found a new and foolproof way to lose money at the race track. On Veterans' Day at Churchill Downs, he had his money riding on the nose of a nag that dropped dead while leading the field at the head of the stretch --- the second half of the daily double, yet!!

It has been recommended that the editors of this paper put all the tomato stories together and make one gigantic salad! This is the last time we will mention tomatoes this year: ERNIE TABB claims his tomatoes are normal in size and weight; yet on Nov. 15, he was eating tomatoes for lunch that he picked that morning.

BILL BOWMAN has just returned from one of those dream vacations. No trip to the mountains or seashore for Bill - he and Mrs. Bowman boarded a jet in Louisville and flew the Atlantic to visit their daughter in Butzback, Germany. Bill's son-in-law Capt. Frederick E. Oldinsky is stationed there as a member of the 33rd Armored Division.

Hunters throughout the entire Mint Service will probably turn green with envy to learn about the deer season at Fort Knox. The military reservation here has its own private deer hunting season and its own preserve. Senior Lieutenant BILL BYERS and Guard EARL SHEPARD have guns all oiled, and are rarin' to go. Last year, says Bill, everyone in his party bagged a deer before 11:00 AM on the first day, and this year things are expected to be better still. They are so plentiful that MPs have to chase them off the streets in the residential areas. It's a common sight to see deer just outside the Depository fence.

JIMMY WOLFE, Administrative Assistant, has just returned from a flying trip to Boston. He and Mrs. Wolfe went to Beantown to supervise the arrival of a new little order of sugar-and-spice, who has been named Patrice Rochelle.

## BY THE WEIGH SAN FRANCISCO



Welcome to JOSEPH MCGUIRE, who joined the Guard Force a month or so ago. And belated congratulations to Guard ALLEN CHERRY and his wife on the addition to their family. Guard BUD COLVIN has returned to work after an ear operation. Another Guard, JACK DEVINE, has been on vacation in Hawaii. It is reported that he has mastered the hula, and his co-workers are anxiously awaiting a demonstration.

Best wishes are extended to TOM KEHOE on his recent nuptials. Tom and his bride honeymooned in Las Vegas. NORMAN CARR took the big step Nov. 30, and the word is going around that WAYNE JOHNSON plans similar action for April.

A dinner in honor of Director EVA ADAMS was held Nov. 21, in appreciation of the recent renovation of our "basement" quarters. A new paint job, new office equipment, and a new ladies' room that would do justice to the St. Francis Hotel are some of the features of the remodeling. DON DWYER was in charge of the arrangements for the dinner, and was assisted by BOB BRIDGES, EARLETA FLEMING, ED LANGLEY, ALICE MATHERON and BILL PIPP.

Fort Knox has spread the welcome mat for RICHARD E. MATHIESON, a new guard who entered on duty in mid-October. Dick was a transfer from the U. S. Armor Center.

A beautiful new certificate, autographed by Secretary Dillon, hangs in the Guard Room, testifying to our 100% participation in the Savings Bonds Purchase program.

ODRESS HAWKINS received his 25-year service pin on his 25th wedding anniversary. Mr. and Mrs. Hawkins have seven children and four grandchildren.

## PART II

## LINCOLN CENT 1st PORTRAIT COIN

EDITOR'S NOTE: The following is the final in a series of two articles tracing the history of the United States one-cent piece. The transition from the Liberty cent to the Indianhead was recounted in the October issue of the OBSERVER. The Lincoln cent, in use since 1909, will be the subject of this story.

Scores of letters have been pouring into the Mint since the assassination of John Fitzgerald Kennedy, suggesting that a likeness of the late President be placed on a United States coin. This method of commemorating great Americans has gained general acceptance in this country, five such portraits currently appearing on the U. S. coins. Yet, the first portrait coin, which appeared less than half a century ago bearing the profile of Abraham Lincoln, was greeted by a storm of controversy.

Proposals came from the South demanding that Grant be honored in a similar fashion, and newspapers in Louisiana and Virginia carried such comments as: "The Republican institutions are toppling...our nation is about to become a monarchy..This new cent...marks the first visible and outward emblem of the transmogrification of the republic within an empire." Another said, "No president with the possible exception of Washington...justifies his being memorialized."

Opposition also centered around the rather conspicuous lettering of the designer's initials, and even around the motto "In God We Trust", although both initials and motto had been used on gold coinage before 1909. Slot machine operators said the new coin's rim was too high for use in their business, and telephone operators soon discovered that the Lincoln cent could double for slugs in pay telephones. Public opinion further held that the Indianhead was the handsomest coin we had, and the Lincoln cent the ugliest and the least artistic.

The coin survived the furor, however, as it survived several transformations and two world wars. It has enjoyed the longest run of any coin in our country's history.

Both the obverse and the reverse (containing the wheat wreath) of the 1909 issuance were designed by Victor D. Brenner, a noted sculptor. Mint files indicate that Brenner had been interested in Lincoln's history for a number of years, and was planning to design a medal to commemorate the sixteenth president's hundredth birthday.

Brenner, meanwhile, had drawn the attention of President Theodore Roosevelt while the sculptor was modeling the President's likeness for the Roosevelt-Panama medal. It was during one of these sittings that Brenner showed the President the design he had made for a Lincoln plaque. President Roosevelt was considerably impressed by the Lincoln head and recommended to the Secretary of the Treasury that it be placed on a coin in 1909, the centennial year.

The Lincoln profile was taken from a Brady portrait dated 1864. In 1960, Lloyd Ostendorf, a free lance commercial artist, and the owner of one of the largest collections of Lincoln photographs, noted that "The cent doesn't look as much like Lincoln as I think it should. His hair looks too curly." The models which Brenner used were retouched, said Ostendorf, with the effect of glamorizing Lincoln's profile.

The coin honoring the Great Emancipator has undergone several changes since it was first issued in August, 1909, although the profile itself has remained intact. The conspicuous initials V.D.B., which were first on the reverse, then removed from the dies completely in 1909, were returned in 1918 on the obverse in such small lettering that it can be read only with a magnifying glass. The complaints of the slot machine operators made it necessary to halt issuance a second time so that the cent could be altered to make it workable in coin machines.

SEE PAGE 5



# AS WE WERE A'SAYING

(FROM PAGE 4)

## NEW YORK

Winter arrived just in time to witness GEORGE MARTIN and BILL GALLAGHER reluctantly putting their boats in storage after a successful season of fishing and boating.

Word has been received of the passing of FELIX M. BURNS, formerly Foreman of the Refinery Melting room. Felix retired from the Assay Office in 1954. His many friends mourn his passing.

After seeing MARTHA REEVES (a visitor from the Office of the Director) handle a pistol on the Assay Office shooting range, Captain of the Guard JOSEPH MINETTI wants to recruit her for the team. He claims we would have a sure shot for the Director's trophy with her score counting!

BARTLEY FINNEGAN, although still willing and able, was forced to accept retirement, having reached the statutory age limit of 70 years. In recognition of his 29 years of valued service, he received the Albert Gallatin Award during a brief ceremony in the Office of the Superintendent. As Bart was rarely seen without his pipe, a highlight of the ceremony was the presentation of souvenir corn-cob pipes to some of the ladies present. We understand that he and Mrs. Finnegan are planning a trip to Hawaii.

The Bullion Transfer Section now numbers among its employees Messrs. SNOW and WHITE, which leads some of the boys to wonder how long it will be before we add the Seven Dwarfs! Other additions to the Assay Office force include GEORGE WHALEN, ALFRED DI EDUARDO and EDWARD BROWN.

GEORGE TOBIN has added to the art collection in his office, his most recent acquisition being an excellent dry pen drawing done in 1925 by the renowned Staten Island artist Busing.

TOM SHERIDAN is in Trafalgar Hospital for surgery, and JOHN SYVARTH is in Christ Hospital, Jersey City, with a recurrence of his old ailment. Quick recovery to both these boys.

In 1943, by Act of Congress cent coins were manufactured from zinc-coated steel in order that their previous 95% copper content could be conserved for the purposes of the war. This qualitative change created considerable public annoyance, as it bore a resemblance to the dime, but, as the then Director, Mrs. Nellie Tayloe Ross, explained in a letter of December 31, 1943, it meant the "saving of over 4700 tons of copper ...to go into airplanes, ships and guns....That much copper was enough to meet the combined copper needs of 2 cruisers, 2 destroyers, 1245 flying fortresses, 120 field guns and 120 howitzers; or enough for one and one - quarter million shells for our big field guns."

On the 150th anniversary of the birth of Lincoln (1959), President Eisenhower approved the recommendation of the Secretary of the Treasury Robert B. Anderson, for the minting of a new reverse side to the coin. Brenner's wreath was consequently replaced by the Lincoln Memorial, the designer being a current employee of the Mint--sculptor and engraver Frank Gasparro.

The Lincoln cent commanded newspaper headlines as recently as March 1963. It was reported at this time in the Washington Post that a trail of pennies had led police to two District men who had tried to pay their debts with mint - condition pennies stolen during a housebreaking--60,000 cents being included among the loot.

The story of the Lincoln cent has indeed been a colorful one thus far, but it is by no means over. The coin may in fact prove itself as immortal as the man whom it honors. To be sure, if the past may serve as a yardstick for prophecying the future trend, many more colorful chapters remain to be written.



Victoria Loufakis.....Co-editor  
Martha Reeves.....Co-editor  
John Crotty.....New York Reporter  
Donald Dwyer...San Francisco Reporter  
Victor Harkin.....Fort Knox Reporter



## PROFILE

# JOHN P. BOTTI

When Superintendent John P. Botti of the New York Assay Office first learned that we wanted to profile him for "The Mint OBSERVER" his response was characteristic. "Just tell Vikki and Martha," he said, "to put down, 'born in Middletown, New York, April 30, 1907; died -- and leave a couple of dashes there.'"

This wasn't the terse brush-off of a busy executive - which John Botti is. It was actually typical of the man. When he was pressed for more details, he told us, "Well, you'll have to give me some time to think about it."

Actually, the slim, dark-eyed, balding superintendent of one of the major field institutions of the Bureau of the Mint doesn't need any time to think about his career -- but reporters need time to get him to talk about it.

For John P. Botti, until his appointment as Superintendent of the New York Assay Office, politics was an avocation bordering on a vocation. And the rule for the professional politician is, "The less said, the better."

The best testimonial, perhaps, to that side of the man was a dinner in his honor at Middletown, New York, in October, 1960. It was in the middle of a hot political campaign, and John P. Botti, as a Democratic state committeeman, was shoulder-deep in the roundup of votes.

In the midst of that campaign, "the dinner that couldn't happen" was a smashing success. Gathered in tribute to Botti were Republican and Democratic county, city and district leaders, federal and city judges, office-holders of both parties, and plenty of people who didn't give a tinker's dam about politics, but who had a warm spot in their hearts for John P. Botti.

The dinner program, warning that politics was a taboo subject that night, said this of Botti:

"He minces no words, pulls no punches with personal friends or political enemies..for he has no other kind. His word is his bond, his generosity legion."

"He's been around and in politics (excuse the word!) for a long time. He's had some rough fights... and loved every minute of 'em, even if giving Democrats a hand and Republicans a hotfoot usually bloodies your political nose in good old Orange County."

In 1955, he was one of the organizers and the treasurer of a small loan company functioning under license of the Commonwealth of Pennsylvania. He still maintains the post of treasurer.

Former President Truman, as of Nov. 1, 1951, named Botti to be acting postmaster of Middletown, an office he held until March 31, 1953. During his tenure there occurred another event which was destined to be recalled in detail in informal remarks during the testimonial dinner of October, 1960. Postal employees will recall their own "black day" of May 26, 1952, when the then Postmaster General, Jesse Donaldson, ordered suspended for the period May 15-June 2, the payment of federal salaries for postal employees. The suspension, Mr. Donaldson ruled, was to remain effective pending congressional appropriation of funds for the operation of the postal service. There was, however, no "freeze" in the payment of wages of postal personnel in Middletown. The Middletown Times Herald of June 3, 1952, reported:

"Middletown post office employees, their regular federal salary checks indefinitely delayed, received their full pay today in personal loans from Acting Postmaster John P. Botti. The Botti action is believed to be the first of its kind in this country..(Commenting later to friends, Botti acknowledged that he had negotiated a personal loan and paid off every employee without even asking for a receipt. :And, do you know," he tells them proudly, "I was paid back every penny!")"

SEE PAGE 7

## FROM PAGE 6

What he doesn't talk about, and is embarrassed when others do, is the warm regard his fellow-workers in the postal service and their families have for him.

Botti's political background ranges from precinct worker to state committeeman. He served for 32 years as a member of the Orange County Democratic committee, twenty of them on the county organization's executive committee. In 1948 he was first elected to the state committee, and served simultaneously in both posts until his resignation in 1962 to accept appointment by President Kennedy as Superintendent of the Assay Office and its subordinate arm, the Silver Depository at West Point.

In any gathering of political pros, Botti could, if he so desired, more than hold his own as a phrase-maker of some pungency. "But," he'll tell you, "I never learned anything by listening to me. I like to hear the other man."

The clubs and organizations to which he belongs include the National Democratic Club, the Manhattan Club, the Affiliated Young Democrats, the Elks, Police Benevolent Association, the Veteran Firemen's Association, the Progressive Era Association, the Federal Executive Board, the McQuoid Engine Company, the President's Club and the Federal Italian American Democratic Organizations.

He shuns publicity, seldom in his 30-odd years of politicking agreeing to post for any pictures. Of the few he has, the one of which he is most proud is a small unposed shot of himself with Senator John F. Kennedy made in 1959 before the campaign.

On June 20, 1962, his nomination was reported favorably to the Senate by its Committee on Banking and Currency. Confirmation followed the next day. He assumed the duties of Superintendent on July 2, 1962.

The circuitous career that finally led John P. Botti to the top post in the New York Assay Office began only a few blocks from the site of his present office.

Born in Middletown, New York, the son of the then Commissioner of Police, in a family of four children, he was trained for a career in the business world. After living with his family in New York City for a number of years, he returned to Orange County, where for most of his life, he assumed the dual career of businessman and political leader. He was chairman of the Democratic City Committee for many years.

When he took over the reins of the Assay Office in July, 1962, he came armed with the acumen native to the successful businessman. Immediately upon assuming his present office, he immersed himself with considerable enthusiasm in Assay Office problems. He operates with a deft hand the business of receiving, treating, storing and disbursing huge tonnages of gold and silver bullion both at 32 Old Slip and at the Bullion Depository at West Point.

John P. Botti -- business executive, political leader, postmaster, administrator....What next? We'll just leave a couple of dashes there.

## PLUS & MINUS

### WASHINGTON

BOB LORD answered his phone last month, correctly identified Kentucky as the Bluegrass State, and is now awaiting delivery of several prizes, including an electric mixer.

A warm welcome is extended to ROBERT JETER, our new messenger, who transferred to us from the Office of Administrative Services.

The stork paid a visit to PAM MARSHALL last month, bringing little Michelle Tracy to keep Mike, Jr. company.

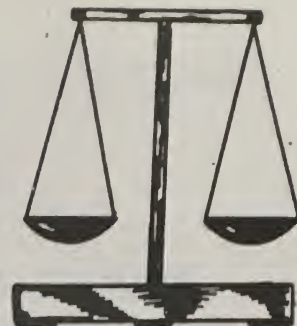


**B**est wishes  
for Christmas and the coming year





# The Mint OBSERVER



Volume I

February 1964

Number 4

## FIRST KENNEDY COINS STRUCK

A new but somewhat sad chapter was added to the history of the 50-cent piece last month when the first of the Kennedy coins were struck at the Philadelphia and Denver Mints and sent to the White House for the late President's widow and her children.

John F. Kennedy's death on Nov. 22, 1963, resulted in such an outpouring of public sentiment that on Dec. 10, 1963, President Johnson sent to the Congress legislation authorizing the Treasury Department to mint new 50-cent pieces bearing the likeness of his predecessor.

Legislative authority is necessary in order to change a coin design which has not been in effect for the 25-year period required by law. Congress gave its overwhelming approval to the President's recommendation, and, on Dec. 30, 1963, the bill was signed into law directing the Mint to proceed with the production of the new design. The half dollar was selected because this would add another Presidential portrait to a coin of regular issue.

In the center of the obverse or face of the coin, is a strong but simple bust of the late President Kennedy. Above, and around the border is the word LIBERTY. Just below the bust is the motto IN GOD WE TRUST, which appears on all United States coins of current issue. The date appears around the border at the bottom of the coin.

The Presidential Coat of Arms depicting the American Eagle holding an olive branch of peace, and arrows for defense, forms the motif for the reverse, or back of the coin.

The Kennedy coin had its beginnings when official sculptors were engaged in preparing a new medal for the historic series of Presidential pieces manufactured in bronze for sale to the public. Gilroy Roberts, nationally known Chief Sculptor of the United States Mint, and a member

of the Philadelphia staff for many years, worked on the likeness of the President, studying first many photographs, to capture the character and personality of his subject. He then selected a single portrait and commenced placing his concept in a preliminary model. During the final stages, Mr. Roberts called at The White House and studied the President at work, at which time he completed the model.

After the President's death when the decision was reached to honor him on a United States coin, the Roberts portrait was adapted from the medal, lowered in relief and simplified for use on the smaller scale necessary for a coin.

Frank Gasparro, also a veteran member of the Philadelphia staff, executed the reverse of the Presidential medal. The Coat of Arms of the President of the United States, an integral part of this design, was chosen as the companion side for the half dollar.

The Kennedy half dollar is not a commemorative coin. Such coins are authorized by special acts of Congress, manufactured in limited quantities, and sold at a profit by the private organizations sponsoring the issues. The Kennedy coin is being made for regular distribution and the design will remain in effect for 25 years, as prescribed by law, unless the Congress authorizes a change in the interim. It takes the place of the Franklin design, which first appeared in 1948.

The new half dollar coins will be released by the Mints in the usual manner, directly to the Federal Reserve banks and branches for simultaneous distribution through the commercial banking system. Thus they will be available through local sources, and persons desiring specimens should apply to their own banks. Individual specimens will not be sold by the Mints.

# MINT NEWS BRIEFS

## SUMMER EMPLOYMENT

The summer employment plan for the Office of the Director of the Mint has been submitted to the Treasury Office of Personnel. The plan, in accordance with recent requirements issued by the Civil Service Commission, states specifically the types of positions which will be available, how the positions will be filled, deadline for applications, and manner of selection. The plan is available in the Personnel Division for the review of anyone interested in seeing it.

The Civil Service Commission has ruled that no appointments are to be made of sons and daughters of Treasury employees during the period from May 1-Sept. 30, 1964. This regulation applies in all geographic areas.

## PUBLIC RECORDS VS. PRIVATE

"Records made in connection with the transaction of public business or pursuant to law belong to the Government not the officer. The removal of public documents is limited by statute. Documents which are truly personal and private may be removed."

These statements were contained in a circular issued recently by the Administrative Assistant Secretary of the Treasury, A. E. Weatherbee.

The report further stipulated that in the case of papers found to be a mixture of private and public matters the advice and assistance of the National Archives and Records Service of the General Services Administration is available in making determinations. Rather than making decisions in haste retiring officials should consider having representatives of the National Archives examine and give advice on all material which is planned for removal.

Heads of bureaus and offices were encouraged to issue such supplementary regulations and instructions as would be necessary to carry out the purposes of the circular.

## INCENTIVE AWARDS

The Government - wide Incentive Awards Program has entered its tenth year of operation. In its previous nine years the program has served as a visible symbol of the continuing need for Federal employees to demonstrate that they are cost conscious, that they are alert for improvements and that they strive for excellence in their jobs.

The program has served as a medium through which management officials can invite and encourage employees to contribute more than the minimum requirements of their jobs; it has served as the medium by which management expresses its appreciation for extra efforts by granting honorary or cash awards.



INCENTIVE AWARDS ACT 1954-1964

The Bureau of the Mint made 21 cash awards during fiscal 1963 in grateful recognition of employee suggestions, the adoption of which resulted in total estimated savings of \$98 66 per annum. In addition, 15 cash awards were made for suggestions whose adoption resulted in intangible benefits, such as the elimination of safety hazards.

The tenth anniversary year of this program occurs at a time when the need to hold down the cost and the man - hours, and to enhance productivity, is stronger than ever. President Johnson has pledged that the Government will be administered "with the utmost thrift and frugality." He has said that "the Government will set an example of prudence and economy." In keeping with the President's pledge, Mint employees are encouraged to make this a banner year that will fittingly cap a decade of progress in employee contribution to more efficient operation.

# BY THE WEIGH -- SAN FRANCISCO

"DEADLINE - NOVEMBER 22" --- On page 12 of the October issue of the MINT OBSERVER appeared that brief message to the field reporters. At the time, none of us realized the tragic significance of that seemingly innocuous phrase. Tragic, indeed, for it was the "deadline" of a full and brilliant career - the "deadline" of the life of a splendid young man, a life dedicated to the service of his country and of the world. For here was a man who could win a Pulitzer Prize in literature or toss a coin at a football game with equal aplomb. His infectious smile and magnetic personality made him beloved the world over, and even now, a quarter of a year later, it still seems unreal and unbelievable.

We in San Francisco will never forget that fateful Friday morning. It was the more poignant because the day had started on such a happy note. The evening before, we had gathered with our wives, husbands and friends to honor our Director, Eva Adams. It was a particularly happy occasion and Miss Adams' gratitude was sincere and heartwarming. As we gathered to reminisce about the events of the previous evening, the spirit and morale of the San Francisco Assay Office reached their highest plateau since things started happening here 8 years ago. And then the stunning news from Dallas and the smiles were gone. Forgotten was the laughter and gaiety of the night before, and a shocked and sorrowful silence settled on the office on Hermann Street. And then the long weekend and the "holiday" on Monday - the only holiday we ever remember that we wished we never had.

Yes, it was surely "Deadline - November 22". Pray we never have another like it.

Our news is rather scarce this month. We are sorry to report major surgery for likeable, conscientious ED GIORNI. We all wish Ed the very best and hope he'll be back with us soon.

A real Mint "Oldtimer" passed away recently. He was ED MURPHY who served a long span - 1895 to 1938 - and lived a quarter of a century after his retirement.

BOB SHERIDAN has joined the commuter ranks. Bob and his family have purchased a home in Los Altos, some 30 miles south of San Francisco. But JAKE COHEN still holds the record, with a 45-mile trek to Cotati every day.

Congratulations to BOB BRIDGES on his recent promotion to Assistant Head, Cash & Deposits Division.

A recent welcome visitor was CHARLIE BLAKE, who retired about ten years ago. Charlie is presently living in Paradise, a town in the Sierra foothills near Chico.

## PLUS & MINUS

### WASHINGTON

A recent visitor to the office was SANDY TOLBERT, who stopped in during mid-semester vacation of her senior year at the College of William and Mary to discuss her plans for next summer. Congratulations to Sandy on her initiation into Phi Beta Kappa, national honorary society.

When Director of the Mint, EVA ADAMS returned from the Assay Commission in Philadelphia, she brought Denver Mint Superintendent, FERN V. MILLER with her for a two-day visit to Washington.

The stork made two visits to Mint families in January. First stop was Jan. 20th at the BARRY FRERE's, where he delivered Francis Barrow Frere, Jr. Jan. 31st found him bringing little Debra Ann to Richard and SANDY HARNER.

They say there's no place like home for the holidays, but MARTHA REEVES reversed the trend as she hopped aboard a jet for two weeks' skiing in the Swiss Alps at Christmas-time.

---

"YOU'VE WORKED here a year.

• Your work has been good. As of the first of June you will be president of this company. What do you say to that?"

"Thank you."

"Is that all?"

"Thank you, dad."

# MINT NEWS BRIEFS

FROM PAGE 2

## POLITICAL ACTIVITY

If the five freedoms contained in the Bill of Rights of the Constitution were exercised without constraint, the United States would be thrown into a state of anarchy.

This is why the journalist is restricted by the laws of libel and slander, why the motorist is impelled to follow traffic signs, why responsible Americans each day, whether consciously or sub-consciously, place bounds on their activities and censor their own behavior.

Discipline is more difficult to achieve at some times than it is at others -- and perhaps most difficult of all during election years such as the one we just entered. But, as in everything else, the rules of the game must be applied. In this case, as regards Federal employees, the rules are the Civil Service Act of 1883 and the Hatch Act of 1939.

This legislation restricts the political activity of Federal employees in order to insulate them against effects of political considerations that might damage their job tenure.

For example, Federal employees may not run for nomination or election to a national or state office; campaign for or against a political party or candidate; publish any articles soliciting votes for or against any political party or candidate; or solicit contributions for any political purpose. Employees who violate these restrictions will be penalized by the Civil Service Commission which enforces the regulations.

More detailed information is contained in a pamphlet entitled "Political Activity - Rules for Federal Employees", available in your personnel or administrative office.



## PRIVILEGE OF VOTE

It is the right and responsibility of every citizen of the United States who has reached voting age to vote for the candidate of his choice in local, state, and national elections. The restrictions against political activity of Federal employees do not relieve them of their obligation as citizens to inform themselves of the issues and to register and vote. Employees are reminded to plan their time to permit participation in registration and voting during the coming election year.

## OUTSIDE WORK

Employees wishing to obtain outside employment are governed by specific Treasury Department regulations. These regulations are contained in Chapter C-2 of the Treasury Personnel Manual. Rule 10 of the Minimum Standards of Conduct for Treasury Employees states:

"Employees shall not engage in any outside employment or business activities, with or without compensation, which (a) interfere with the efficient performance of official duties, (b) might bring discredit on or cause unfavorable and justifiable criticism of the Government, or (c) might reasonably result in a conflict of interest, with official duties and responsibilities."

Regulations of the Bureau of the Mint require that applications for permission to engage in outside employment be submitted to the employee's immediate supervisor. The latter will submit them to the head of the field office, who will in turn recommend them to the Director of the Mint for final approval.

Employees are reminded that they are required to know the standards of conduct. Copies of Chapter C-2 are available in pamphlet form for all employees of the Bureau of the Mint. They may be obtained in the personnel or administrative office.

## PROFILE

# MICHAEL H. SURA

When the 28 members of the 1964 Annual Assay Commission assembled recently at the Philadelphia Mint, they encountered the best of Pennsylvania hospitality.

Their host was a silver-haired man with a dignified countenance, a ready smile and a wonderful sense of humor -- not to mention that he is a native of the state, an alumnus of its University, and has been an active member of its government and business communities for most of his adult life. He was none other than Mint Superintendent Michael H. Sura.

The year 1964 marks the third time Sura, along with the Director of the Mint, Miss Eva Adams, has hosted the Commission, his third year as Superintendent, and the start of his 41st year of public service.

Prior to his appointment in 1961 he had served as Commissioner of the Procurement Department for the City of Philadelphia, where purchases and construction contracts total up to \$100 million annually, with purchases of more than 100,000 items per year. He had initially been appointed Deputy Commissioner in 1952 by the present U. S. Senator, the Honorable Joseph S. Clark, made Acting Commissioner in 1953, and finally appointed Commissioner in 1954.

Big business and high finance were not alien to Sura when he entered the business of the nation's coin production. His business career began in 1925 as financial manager for Blauers and a subsidiary chain of 22 wearing apparel stores known as Wilbur-Rogers, whose sales volume reached \$18 million.

In 1943, Sura accepted the position of superintendent of Lit Brothers, with an annual sales volume of from \$65-70 million. He was in charge of all service operations for the firm, which employed as many as 4000 people.

He has served, in addition, as vice-president and member of the Board of Directors of the Credit Bureau of Greater Philadelphia; Director and member of the Executive Committee of the Pennsylvania Retailers Association; member of the Executive Committee of the American Retail Federation of Washington, D. C.; active member of the National Retail Dry Goods Association in New York City; member of various Retail Committees for fund

raising in the Community Chest, March of Dimes, Red Cross, Salvation Army; and variously as organizer, treasurer, vice-president and member of the Board of Directors of the Police Athletic League.

As an author and member of the Standards Engineers Society, Sura is known for his magazine articles on retailing and Standards Engineering. His appearances on television and before many audiences have caused him to be a widely known figure, both in his home territory and in many other cities where he has spent a great deal of time serving on various types of panel discussions. Most of these panels were related to business, and a great many on subjects related to government and civic affairs.

The public spotlight was shared by his late wife, the gracious Kathryn Sura, whose national, state and local activities won for her no less than ten different awards before her untimely death in 1962. Among these are the Sigma Alpha Mu Award, presented by the Drexel Institute of Technology for outstanding Community Service of the Year; the Variety Club of America award for constant and devoted service to humanity; and the Hero Scholarship Award. The City of Philadelphia once passed a resolution praising her as "Philadelphia's foremost woman humanitarian and political leader." In 1948 she served as a member of the Annual Assay Commission and of the electoral college. For over 20 years, she served as chairman of the Democratic Women of Philadelphia. She was also one of the organizers of the March of Dimes for the City of Philadelphia and chairman of the group consisting of 50,000 women for approximately 22 years. In connection with her March of Dimes work she was, on occasion, invited to the White House by Presidents Franklin Roosevelt and Harry Truman.

Mr. and Mrs. Sura's interests and talents converged conspicuously, except in one respect. Mr. Sura is a skilled pistol shooter and horseman, having achieved expert status in both. During the 1930's he participated in many horseshows.

At present, however, hobbies occupy a lonely place in the back of the Superintendent's keen mind, as from his office on 16th and Spring Garden Streets, he focuses his time and attention on the 24-hour-a-day job of operating a United States Mint.

# AS WE WERE A'SAYING

NEW YORK

BARNET I. GINSBURG, Chemist for the Melting and Refining Division for the past several years, retired on Feb. 5, on the advice of his doctor. Barney has been with the Assay Office since 1941 and has had a most interesting and varied career since he first came to us as a Junior Assayer. Barney was not a newcomer to the scientific field when he reached us. He had previously served as Chemist or as Analyst to Crucible Steel Company, Jones and Laughlin Steel Company and the National Drawn Steel Company of Ohio. Barney received his major education at Carnegie Institute of Technology in Pittsburgh and at New York University. He put education and experience to good use here. His is the distinction of being the recipient of the largest incentive award ever made under the Suggestion Program at this office. For a period in his youth, Barney acted as an insurance agent, and we believe that is where he acquired the fund of jokes and stories for which he was justly famous. Barney received the Albert Gallatin Award, and we feel sure he will proudly display this meritorious honor in a prominent location in his home. Barney's immediate plans call for a visit to his family in the near future. Barney takes into retirement the best wishes of his many friends and co-workers at the New York Assay Office.

The office extends the hand of welcome to the following new employees: JANET PETTIE, Telephone Operator, and FRANK BIALOGLOWY, Guard.

Recent visitors from the ranks of the retired are: BEN C. SEXTON, HARRY SIX, and GEORGE ZURN.

JOE DORSA and JOE OCCHIPINTI of the Deposit Weigh Section are among the most eligible and sought-after bachelors in the office. They started taking dancing lessons about two months ago at the Y W C A in Manhattan. Big Joe Dorsa dropped out after a few lessons - too much for him - but not little Joe. He's still going strong. We suspect he's getting in shape for another vacation in Puerto Rico.

AUSTRALIA THOMAS is conducting a course in Power-Ox operation. All those who wish to secure licenses to operate these machines should submit applications to him.

Length of Service pins were recently awarded to the following Assay Office employees: TED SCHIERCKE, 40 years; TOM ANTONELLI, 30 years; BILL GALLAGHER, VINCENT ASHVILLE, and LEO LANGER, 25 years; CARL WEISS and JOHN PRENDERGAST, 20 years; JOE DORSA and SAL PRISCO, 15 years.

TOM SHERIDAN is back on the job after a full recovery from major surgery.

## PERFORMANCE RATINGS DUE

The period from March 31-April 30 has been set aside for rating the performance of all employees of the Bureau of the Mint. Supervisors are required by law to discuss each employee's performance with him and inform him of his rating at least once a year. This provides supervisors with the opportunity to commend employees for good performance and to advise them of how they might correct any deficiencies in their work.

There are three possible ratings: "Outstanding", for performance which materially exceeds all performance requirements and merits special commendation; "Satisfactory", for acceptable performance in relation to the requirements of the position; and "Unsatisfactory".

Supervisors will give employees a 90-day notice before issuing an "Unsatisfactory" rating. The notice will include a statement of how the employee fails to meet the standard, and what he can do to improve his performance. If no improvement is shown during the 90-day period the "Unsatisfactory" rating is given and the employee is removed from his position.

The performance rating manual is undergoing revision at the present time. The principal change in the manual will be that in the future written performance requirements will be required only for jobs in which performance can be measured in terms of quantity of production.

## NEXT DEADLINE

### APRIL 6

## MINTFORMATION

With this issue, Denver becomes a contributor to the Mint OBSERVER. The Office of the Director and the OBSERVER staff extend their heartiest welcome. Our reporter in Denver, ALICE WARD, brings us up to date on the news from the western Mint in the following paragraphs:

As of Jan. 1, 1964, the halfway point of the fiscal year, the Denver Mint had produced more than 55% of its goal for fiscal 1964.

The tourist business has also reached new heights. Denver changed its regulation requiring reservations for tours through the Mint; the tours are now on a first come-first served basis. The results have been conspicuous. Over 119,000 visitors toured the Mint in 1963, or nearly as many as in the three previous years combined. It is also interesting to note that visitors to the Mint during the last half of 1963 represented 31 different countries.

JOHN D. JAMIESON reached the mandatory retirement age last October but we were not deprived of his capable services, for he has been given an appointment as Special Mechanical Assistant to the Superintendent. He will be in charge of the proposed alterations and additions to the Mint.

Congratulations to FRANK URICH, who was selected to fill the position of Head, Building and Mechanical Division vacated by Jamieson. In the vernacular of the game he enjoys so much, Frank has been dealt a good hand - he will play it well.

Another recent retiree was CECIL GRAY. Cecil and Mrs. Gray left the colder climes to spend the winter in sunny Arizona.

Welcome back to ALBERT PHILLIPUS, Head, Cash and Deposits Division, who has returned to work after an extended illness.

Victoria Loufakis.....Co-editor  
Martha Reeves.....Co-editor

Alice Ward.....Denver Reporter  
John Crotty.....New York Reporter  
Donald Dwyer.....San Francisco Reporter  
Victor Harkin.....Fort Knox Reporter

## URICH, BRIDGES -PROMOTED-

Two Mint employees--Frank Urich of Denver and Robert Bridges of San Francisco--were promoted recently to top positions in their respective offices.

The mandatory retirement in October of John D. Jamieson after more than 29 years' service at the Denver Mint, created a vacancy in the position of Head, Building and Mechanical Division. Eligible candidates for the position numbered six, and were drawn from the Philadelphia and Denver Mints and the New York Assay Office. Frank Urich, Jamieson's assistant since 1956, was selected as the best qualified candidate for the position. Urich assumed his new duties in December.

The position of Assistant Head, Cash and Deposits Division at the San Francisco Assay Office was left vacant in October by the death of Frank Farrand. Eleven candidates from all five field offices of the Bureau of the Mint were considered before the final selection for promotion was made. Robert B. Bridges, formerly Deposit Weigh Clerk in San Francisco, was promoted in January to the position vacated by the death of Mr. Farrand.

Both Urich and Bridges were selected under the provisions of the Mint Promotion Plan, which makes it mandatory for openings of grade GS-9 and above to be submitted for Mint-wide competition.



## SUMMING UP

### FORT KNOX

Goldvillians waved a sad farewell to ARTHUR C. DE SILVA, Head Mechanic at the Gold Vault, when he retired at the end of January after 27 years' service. On his final day Art was presented with the Gallatin Award and an engraved silver bowl from his co-workers. Shortly after his retirement, Art was bereaved by the death of his mother. Sincere condolences, Art, and .... we'll miss ya!

The next time someone quotes the old adages, "The early bird gets the worm", or "Well begun is half done", you might pause for a moment of silence, or possibly shed a tear for Senior Lieutenant WILLIAM BYERS and Guard EARL SHEPARD. Here's the story. Bill and Earl, being typical Kentuckians, (all Kentuckians are born with a fishing rod in one hand and a shotgun in the other), made their plans for the 1963 deer hunting season very very early. In August they submitted applications for two weeks' leave in November, and then sat back in eager anticipation, visualizing the happy carefree days in the woods, the companionship, the dawn, the campfire, the pure joy of man and nature. Eventually, the big day arrived. With guns oiled and cleaned, sleeping bags rolled and kitchen utensils gleaming they stepped into the woods, and.... BANG!!!! Shep had bagged his quota with a beautiful nine point buck and had it field dressed in 25 minutes.

Two hours later, Bill killed a very large doe. Now for their problem: What do you do with 13½ days of vacation and hunting season when there "just ain't no more huntin' to do?"

Gold Vaulters are offering congratulations to BILL FRANK, who has just been elected Master of the Morrison Masonic Lodge of Elizabethtown, Kentucky.

At the ceremony honoring Bill Wood and Jim Scott, RUSS ENNIS was presented his 25 year service pin. This brought the average length of service for all Fort Knoxers to 22 and 3/4 years. Can anyone beat that?

Depositorians are rooting for the speedy recovery of Lieutenant KENNETH SHARP who has been ill since early December.

Kentucky has no equivalent of the New York Times or the Washington Post, but it does have the Fort Knox Turret, and the Hardin County Enterprise. These two periodicals will show a tremendous increase in circulation in January, as JIM SCOTT and BILL WOOD of the Maintenance Force buy up dozens of copies. The reason? The current issues feature photos of Bill and Jim receiving their \$250.00 Superior Performance Awards.



## '63 COINS APPROVED BY COMMISSION

The 1964 Annual Assay Commission concluded a one - day session at the Philadelphia Mint last month with the pronouncement that all coins had met the specifications prescribed by law.

Eva Adams, Director of the Mint, and Michael H. Sura, Superintendent of the Philadelphia Mint, hosted the 28-member commission whose function was to test the weight and fineness of silver coins. The 1963 coins, as those in previous years, had been selected at random from coinage produced during the year at the Philadelphia and Denver Mints. Paul Pontius of the Bureau of Standards provided the weights, which had been calibrated against the standard weights of his Bureau, for use in testing the coins.

Members of the Commission, who were appointed by the President, were as follows:

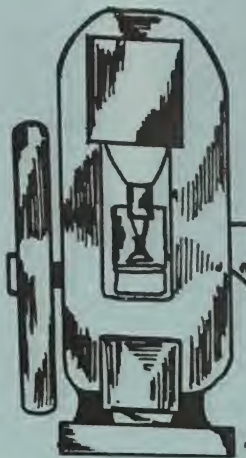
Keeton Arnett, Philadelphia, Pa.  
 Cab Atkins, Centralia, Mo.  
 George Barlow, Mahanoy City, Pa.  
 George H. Becht, Garden City, N.Y.  
 Harry X. Boosel, Chicago, Ill.  
 Ernest F. Cooke, Euclid, Ohio  
 Mrs. Janet S. Farr, Chevy Chase, Md.  
 Mrs. Lucy W. Freeman, Newport, Ark.

Mrs. Dorothy Gershenson, Phila., Pa.  
 Joe E. Gonzales, Washington, D.C.  
 Michael Granis, Brooklyn, N.Y.  
 Aubrey A. Gunnels, Falls Church, Va.  
 Rev. Noel F. Moholy, Sacramento, Cal.  
 R. Bruce Morrison, Lexington, Va.  
 Harry O. Nichols, Norfolk, Va.  
 Miss Virginia D. Peters, Wash., D.C.  
 Paul Pontius, Bethesda, Md.  
 Russell B. Robins, Detroit, Mich.  
 Mrs. Margo Russell, Sidney, Ohio  
 Mark W. Saur, Richmond, Va.  
 John H. Sengstacke, Chicago, Ill.  
 Carl G. Taylor, Las Vegas, Nev.  
 Dr. Jack O. Yeager, Mobile, Ala.  
 Richard S. Yeoman, Racine, Wis.

Ex-officio members included: the Honorable Thomas J. Clary, Judge of the District Court for the Eastern District of Pennsylvania; Honorable James J. Saxon, Comptroller of the Currency; and Paul J. Maguire, Assayer of the United States Assay Office, New York, N.Y.

During the evening, the members of the Assay Commission were entertained at the Bellevue-Stratford Hotel. They were presented a specially engraved commission, together with a distinctive medal struck for and presented only to members of the official trial commission.





# The Mint OBSERVER



Volume 1

May 1964

Number 5

## PROGRESS REPORT OFFICIALS DISCUSS NEW MINT

Officials from the Philadelphia and Denver Mints and the New York Assay Office (see Plus & Minus, Washington) met from May 13-15 in Washington to discuss the various problems involved in the construction of the new Philadelphia Mint. Congregating in the Office of the Director, the group viewed tentative plans for the new building and attempted to consolidate their thoughts on the types of equipment and processes which should be adopted.

Plans for the construction of a new Mint in Philadelphia to replace the present Mint in that city have been underway for some time. Although the wheels of government turn rather slowly, and projects of this nature require considerable time and careful study, progress is being made. This is the first in a series of reports to keep you informed on the progress being made on this project.

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As a result of a substantial increase in coinage requirements during recent years, arrangements were made for a study of coinage problems by a private management engineering consultant firm. Arthur D. Little, Inc., of Cambridge, Mass., was employed by the Bureau of the Budget to study coinage requirements over the next 25 years, and to determine if Mint facilities are capable of turning out the coins needed in future years.

The survey firm studied this problem carefully for about six months, visiting the Mints at Philadelphia and Denver, and private industrial plants where melting and rolling operations similar to those in the Mint are carried on. The survey firm submitted a final report to the Director

of the Bureau of the Budget in February 1963. They concluded that the demand for coins will continue to increase steadily each year along with the growing population and increased economic activity, and that present minting facilities are completely inadequate for future needs. They suggested that current manufacturing space in Philadelphia is so unsatisfactory that it should be abandoned, and recommended that immediate steps be taken to provide additional minting facilities.

Following the above suggestions, the Treasury Department submitted proposed legislation to the Congress which would authorize the construction and equipping of buildings required in connection with the operations of the Bureau of the Mint. The Secretary of the Treasury informed the Congress that the Treasury intended, under the authority that would be granted by the proposed legislation, to erect a new coinage Mint at Philadelphia to replace the existing Mint in that city.

At the same time, the Secretary requested the Mayor of Philadelphia to set aside a tract of land in an urban redevelopment area in Philadelphia for the new Mint. This site contains approximately 5.3 acres of land, and is located between Arch, Race, Fourth and Fifth Streets, near Independence Hall, in the downtown section of the city. This land has been set aside for the new Mint, and the Urban Renewal Authority is proceeding with the problem of clearing the land and getting it ready for construction of the new Mint.

The Congress approved our proposed legislation on August 20, 1963, which became Public Law 88-102. With this legal obstacle cleared, the next step in the project is to obtain funds

See page 2

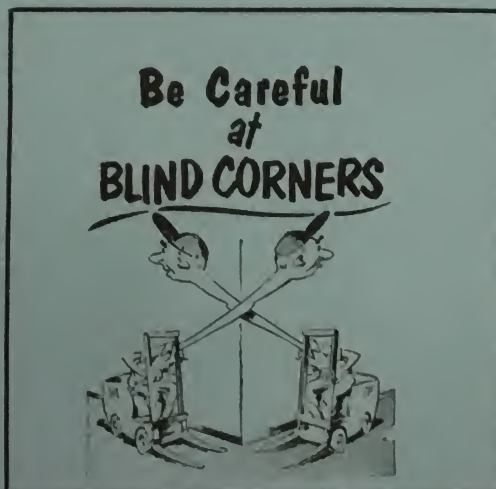
## NEW MINT

From page 1

for the new Mint. A request for funds was presented to the Congress, and hearings were held on February 8, 1964. The House of Representatives approved our request for funds for the new Mint on March 24, 1964. The breakdown of the cost includes the following: architectural and engineering planning, \$500,000; cost of land, \$2 million; construction cost, \$8 million; equipment cost, \$6 million; total, \$16,500,000. These funds must be approved by the Senate before they will become available to the Mint.

Although funds are not officially available to us, there are many things that can be done in advance of approval of the appropriations requested. All government buildings are constructed by the General Services Administration, and a series of meetings have been held with officials of the GSA to make plans for prompt action on the new Mint as soon as funds are approved. These plans include selection of an architectural-engineering firm to plan and design the new building, and the ironing out of many related problems necessary in the construction of a large manufacturing plant. Considerable progress has already been made in this area.

Other problems include the selection of equipment processes, the placing of equipment in the new building and the flow of materials through the plant. A committee of Mint officials, including representatives from the Philadelphia, Denver, New York and Washington offices, have visited several private industrial brass mill plants to review melting, rolling and related operations similar to those in the Mint.



## AS WE WERE A SAYING NEW YORK

The largest single suggestion award ever made at New York was presented to JOE GIZZI of the Refinery Cell Section. Joe received \$115 for a technical development that improves the quality of the refinery product and in addition saves the government a bundle of money.

Congratulations to MARY J. FRIES who recently received a quality step increase for her superior performance in the Accounting Division.

The Assay Office welcomes DELORES REID, Telephone Operator, to the ranks of employees. Delores arrived April 6.

TED SCHIERCKE, Superintendent of the Melting & Refining Division, is shopping around for a house and a boat. Ted finds living in an apartment very confining.

Employees of the Assay Office received a staggering shock when upon their arrival at work on May 7, they learned of the death of HARVEY OUTLAW. During the few years that he had been with this office, Harvey, who worked in the Melting & Refining Division, had made many friends. The sympathy of the entire Assay Office is extended to his family.

Captain JOE MINETTI, the star brick-layer of the Assay Office, is building a back porch on his house. In this case, his wife is supervising the job.

DORA DeSOLA, Accounts Maintenance Clerk, is taking an extended vacation to visit her family in Florida.

ELLEN KUSHINSKY of the Bullion Issue and Deposit Payment Section is planning a trip to California in late May.

There seems to be some kind of a fair being held on Flushing Meadow. Visitors who come to New York are urged to take it in. A quick preview of some of the exhibits leads us to believe the fair is the best ever to appear in New York. We understand that the Ford and General Motors exhibits are truly magnificent. The same can be said of the General Electric exhibit. Anyone who does visit the fair is invited to the Assay Office by Superintendent JOHN P. BOTTI.

## PEAK PRODUCTION DENVER

Shortly after the striking of the first Kennedy half dollar on Feb. 11, our Superintendent, Mrs. Fern V. Miller, left for Philadelphia to attend the meeting of the 1964 Assay Commission. Needless to say, we were all pleased that she received this honor, as it was the first time a Denver Mint superintendent had been present on this occasion.

On Feb. 14, we had a "drop-in" valentine in the person of the Director, Miss Eva Adams. It was a cold, snowy day, which made for the informal way we entertained her. For lunch we merely added another paper plate to the tissue-covered desk and sent out for sandwiches and pie. Incidentally, the food was bought at the lunch counter of THE ROCKY MOUNTAIN NEWS -- our best friend and severest critic.

We recently fooled our danny Mr. Phillipus, head of the Cash and Deposits Division. What started out as a routine meeting in the Superintendent's Office turned into a "Happy 30th Anniversary" in his honor.

"Then what to their wondering eyes should appear....?" No, not a miniature sleigh or eight tiny reindeer, but a stagecoach (filled with you-know-what) pulling away from the Denver Mint with a dignified gentleman at the reins and our own Mayor riding shotgun! According to a recent article in THE DENVER POST, this is not so wild a dream. We quote:

### \*STAGE WILL ROLL TO DEADWOOD

"The stagecoach is going to ride again from Denver to Deadwood--complete with \$10,000 in silver and six armed men.

The date is May 2, and the stagecoach will pull away from the Denver Mint with its 624 lbs. of silver at about 10:00 am. Dwaine Robley, mayor of the South Dakota town, will be the driver, and Denver Mayor Tom Currigan has been invited to ride shotgun. There will also be more than \$500 in Kennedy half dollars in the cargo.

Law Karas, Deadwood police chief, was in Denver last week to plan for the 400-mile trip, which will be part of a celebration honoring the 75th anniversary of South Dakota.

## BY THE WEIGH SAN FRANCISCO

Another fine Irishman has joined our ranks--MIKE GILLIGAN. Mike comes to our Cash & Deposits Division via Brooklyn and the Naval Shipyard at Hunter's Point. Glad to have you with us, Mike.

It was wedding bells in February for WAYNE JOHNSON. Wayne and his bride exchanged vows in Carmel, California.

RICHIE DELEE is back on the job after being hospitalized for several weeks with pneumonia. JOE MURPHY, ALICE MATHERON and ED GIORGI also had bouts with the 'flu' bug, but we're happy to report recoveries in all cases.

Congratulations to RICHIE DELEE on his promotion to Deposit Weigh Clerk. Richie is a real veteran in the service, having joined the staff of the Assay Office in the 1930's.

It is with a great deal of regret that we report the death of retired Guard RAY SMITH and that of CATHERINE CHAMFORD, secretary to former Superintendent PETER HAWKERTY, and later Personnel Officer here.

Spring may be noted for showers and flowers, but to MATT RILEY, it means only one thing -- the Giants and Candlestick Park. Matt, a real student in the technicalities of our national pastime, confidently predicts a pennant, so start putting your money on the line!



Four horses will pull the stagecoach, and others will be used by the outriders. Among the honor guard will be Karas, his assistant chief, Archie McGregor, his father, Frank Karas from Oakes, North Dakota, Deadwood fireman Doug Tupper and Joe Abraham, who'll egot, and Gordon Hanson of the Rapid City Journal.

The trip is expected to take 30 days--20 days travel time and 10 days for stopovers along the way.

The trip will be sponsored by the publishing of a historical booklet of the towns the stagecoach goes through."

(\*All we know is what we read in the papers!)

# MINT NEWS BRIEFS

## DIRECTOR ADDRESSES COUNCIL

At the annual meeting of the Treasury Safety Council on May 4, 1964, Director of the Mint Eva Adams revealed that the most prevalent type of accidents in the Mint occur in material handling. In a brief address, Miss Adams outlined efforts being made by Mint officials to reduce accidents on the job. Among these are the use of safety equipment and publicity aimed at developing in each employee a safety-consciousness that works full-time in recognizing and correcting safety hazards. Accompanying Miss Adams to the meeting, which was attended by Secretary of the Treasury Douglas Dillon and the bureau heads of the Treasury Department, was Howard F. Johnson of the Technical Division. Johnson serves as Mint representative to the Safety Council. Secretary Dillon pledged his support and assistance in any way possible to improve our safety record.

The Safety Council, composed of representatives from all bureaus of the Treasury Department, was organized in order to develop an effective and coordinated safety program in the Department. In carrying out this program, it places emphasis on the fact that safety is more than the mere absence of lost-time accidents. It is a positive effort—a performance in which each employee has a definite part to play.

## SUGGEST IMPROVEMENTS

Better performance is essentially a team effort. Suggestions for improving performance, saving money and improving quality do not always come from top management. Suggestions from all of us add up to better results. Not all suggestions win a prize in the Incentive Award Program. Some are excellent ideas that have already been tried elsewhere, or perhaps suggested by someone else.

The average employee wonders, "What should I think about?" Your own job is the answer to this. No one should know more about your job than you. Can you improve it? The Incentive Award Committee would like to know.

## CONVERSION NOT AUTOMATIC

Employees will not be notified when a member of their family loses health benefits coverage and the right to convert, as for example, when a child reaches the age of 21. Treasury Personnel Bulletin No. 64-34 on the subject of Health Benefits, states clearly that it is the responsibility of the employee to apply for conversion when a member of his family loses coverage. This will avoid a situation wherein the time for conversion expires while the employee awaits notification that coverage has ceased.

## WE GET LETTERS...



"ALL I CAN SAY IS THAT YOU CAN'T SELL  
MORE TOMATOES THAN YOU GROW"

## PROFILE FERN V. MILLER

Mrs. Fern V. Miller has visited the Office of the Director of the Mint but twice since her appointment in May 1961 to the position of Superintendent of the Denver Mint. Both visits fell in this year within several months of each other. During her initial sojourn, Mrs. Miller paused for a moment from the official business which had brought her across-country, and settled comfortably in the Personnel Office to do a little reminiscing. What resulted was, in effect, a delightful excursion through the life of this very gracious public servant beginning in an era when the talents of the nation's women were confined almost exclusively to the home. The events of the past 70 years have brought about a tremendous change in the status of American women; as holder of one of today's top political patronage jobs in Denver, Fern Miller is a living testimonial to this fact.

Born on November 29, 1892, in Denver, the next to the youngest of ten sisters, Fern Cornell spent her early years in an atmosphere of interdependence and cooperation. Organization was paramount in a family of that size, especially in those days when, as she puts it, "you made your own bread, churned your own butter, washed with a washboard and pumped water."

Mrs. Miller recalled one particular incident from her childhood days--a very eventful Thanksgiving when one of the girls contracted scarlet fever. From then on it was only a matter of time before all ten Cornell children came down with the disease, and were quarantined until the following April. In order to keep up with their schoolwork, the older children tutored the younger, and all ten read every form of written material within reach at least twice. Today, only five of the sisters are living, though all grew to adulthood and married. The oldest celebrated her 90th birthday in March.

After attending secondary school in Denver, Mrs. Miller became a teacher in the Yuma and Weld County School Districts. She had been teaching only three years when in 1913, she was married to Albert L. Miller, who, like his bride, belonged to a family which pioneered in the area. The Millers

moved to a farm in Platteville where they still live today. They have three sons--Roland, Elton and Allyn--all of whom have followed their father into the farming profession. Last year, several hundred friends and members of the family gathered to fete Mr. and Mrs. Miller on their golden wedding anniversary.

As a volunteer worker on a relief committee during the depression and as Red Cross Representative in her district for 40 years, Mrs. Miller has spanned her district from one corner to another, helping people in need. The depression years were especially heart-rending and she still recalls vividly the unnecessary want and unbelievable living conditions to which she was witness during that fateful period.

In 1939, she became secretary of the Platteville Consolidated Schools, a position which she held until 1948. In that year, she was elected Vice-Chairman of the State Central Committee of the Democratic Party.

Her election to the vice-chairmanship, one of the Colorado Democratic Party's top women's organizational jobs, came as the culmination of many years of dedicated service to the party and to one Platteville editor in particular--her brother-in-law. The latter served first as postmaster under Woodrow Wilson, and was later elected to the position of county assessor. He next sought and won the state treasurer's post. His political rise was accompanied by the proportionate enhancement of Mrs. Miller's interest in the politics of her party. Through the years, as poster distributor, precinct woman, Weld County Vice-Chairman, she remained her brother-in-law's most outspoken advocate.

Mrs. Miller served as Democratic Vice-Chairman for 13 years. She was opposed for that job only once, in 1957. She has attended three national conventions as a delegate--in 1944, 1952 and 1956--but concedes that her tenure in this unpaid post has not been all pleasure. The last two years before her appointment as Superintendent, she spent almost full time in Democratic headquarters. "I was so busy helping other people become elected," she revealed, "that my own selection came as somewhat of a surprise. I was quite honored."

## PLUS & MINUS — WASHINGTON

We in the Office of the Director are fortunate to have had many visitors since our last issue. First V. Bilash, Superintendent of the Denver Mint, stopped in briefly on his diplomatic mission. JAMES PORTER, retired head of the Cash and Deposits Division at the Philadelphia Mint, wandered in with Mr. Popper during a three-day sightseeing tour of Washington. Last but not least, as this issue goes to press, a committee of Mint officials, composed of MICHAEL H. BISH, Director C. SMITH, J. IRLAND SMITH and LORRINE BISHOP of Philadelphia; JOHN D. JAMISON, CHARLES H. MILLER and WILLIAM H. ROBINSON of Denver; and THOMAS H. SCHNEIDER of New York, is meeting here to discuss the problems involved with the building of the new Mint at Philadelphia.

The women in the Office of the Director gathered on May 6 to give a surprise baby shower for JUDY HAYWOOD and the surprise was almost as good as Judy didn't come to work that day! We finally got her straight through, and the party was a great success.

We are happy to have MARGARET FLETCHER back after a long absence due to a broken bone in her ankle, sustained in a fall at her home.

Congratulations to LOIS G'NEBA and ALBERT BORMAN on their step increase for high quality performance.

We have a Mint marriage to report. FRANK LAMON and MARGARET GIBB were married on March 29 and now live in Fairfax, Virginia. Margaret was formerly a clerk-typist in the Accounting Division, and Frank is an Assistant in the Internal Audit Division.

MELBA WINDHAM was transferred recently to the Office of Assistant Secretary of the Treasury THOMAS A. MALONE, where she had been on detail for some time.

JOHN SMITH and his family are very busy these days moving into their new home in Charlottesville, Virginia. They are now living in an apartment in Alexandria while their house is under construction and are delighted to be back in a better north.

The Navy requires the services of ROBERT FALLOU for two more months. Mr. FalloU, a 6'10" wide view of Captain, USN, was stationed

at the Foreign Service Institute of the State Department for training in intelligence work.

BARBARA BARBER resigned to travel in order to stay at home with her two daughters, one-past-due and the latest arrival, Loretta. LARA BARBER has been reassigned to the Technical Division to replace BARRY, and VIM BARBER, is now in the Office of the Director.

Congratulations to CLAIR BUSH, BUSHMILL, who was recently appointed Deputy Employment Policy Officer for the Bureau of the Mint. Bush replaced PHILIP MILLER, who held the post for six years.

September is the worst month for returning to school, but RALPH BARBER is making the season slightly better. Barry resigned on May 5th to continue his academic pursuits.

### FRED MILLER

From page 7

"You would think that by now I had seen everything," she said of her last three years as Superintendent, "but a new problem comes up everyday." As the head of a manufacturing operation which produces approximately 5,000,000 coins per day, Mrs. Miller admittedly has her hands full. Since her assumption in this position, factory operations have been conducted on a 24-hour basis—a change from the previous two ten-hour shifts in the present three night-hour shifts. In addition, she initiated what is now known as the "open door policy" whereby requests are guided through the Mint on a first-come, first-served basis rather than by calling or writing in advance for reservations.

This year, she became the first Denver Superintendent to attend the annual meeting of the Assay Commission in Philadelphia, Penna. She was very impressed with her first visit to the Philadelphia Mint. "Seeing the operations of the Mint first hand," she commented, "has given me some basis for comparison."

"I like people...I like to know them," she concluded, as she started to leave the office. The tone of her voice reflected sincerity, and one sensed that she had been motivated by this promise throughout her entire career.

## PRESIDENT OKAYS HEALTH BENEFITS CHANGES

Health benefits coverage will be less expensive for female Federal employees with nondependent husbands under amendments to the health benefits law recently approved by President Johnson.

The Civil Service Commission has opened enrollment in the Federal Employees Health Benefits program to eligible employees not now enrolled. In addition, employees enrolled for self-only will be able to change to self-and-family but only in the same plan and same option. The limited enrollment and change of enrollment will be permitted through June 30.

The changes which will have the widest impact on employees are as follows:

1. The Government contribution to the cost of family enrollments of women employees with nondependent

husbands is increased from \$3.94 to \$5.76 per month, the amount now contributed for male employees with family enrollments. Take-home pay for women affected by this provision will therefore be increased by \$2.82 per month.

2. The health benefits coverage of unmarried children is continued until age 21 instead of age 19.

3. Unmarried foster children are now included in family enrollments.

4. All employees enrolled in the program by December 31, 1964, will be considered as having enrolled at their first opportunity. This will make them eligible to continue their coverage after retirement, if they retire on an immediate annuity with at least 12 years of service or for disability.

## DESCRIPTION DOES NOT LIMIT DUTIES

Federal employees sometimes are reluctant - even refuse at times - to perform assignments. Such reluctance or refusal is based on an erroneous idea that an employee is not required to perform any duty not contained in his position description. This concept could not be further from the truth.

Supervisors have full authority to assign duties to employees as they see fit within the scope of their operation. The employee is responsible for carrying out the assigned duties to the best of his ability, regardless of whether such duties are specified in the position description.

An employee who refuses to carry out an order of a responsible supervisor is, in fact, committing insubordination.

It is neither necessary nor de-

sirable for a position description to set forth every duty an employee may be expected to perform. A position description is adequate if it sets out the principle duties, responsibilities, and supervisory relationships in such a way that the job can be classified by a classifier familiar with the work function. Minor duties performed only occasionally, or for a small amount of time need not and should not be included in the position description.

It is important that both supervisors and employees understand that it is the job that is classified, not the position description; that the position description does not restrict the assignment of duties of an employee by his supervisor; and that an employee's refusal to perform a reasonable task properly assigned by his supervisor is insubordination and may result in disciplinary action.

## ISSUES LIMITED

The OBSERVER staff wishes to inform its readers that hereafter, due to time limitations, the OBSERVER will be published quarterly rather than bi-monthly.

VICTORIA LOUAKIS.....Co-Editor  
MARTHA REARCE.....Editor

ALEX WARD.....Denver Reporter  
JOHN CROTTY.....New York Reporter  
DONALD DWYER.....San Francisco Reporter  
VICTOR HARKIN.....Paul Kane Reporter

## SUMMING UP — FORT KNOX

Fort Knox has made it at last! After 28 years it finally celebrated its first wedding. The happy dual are JIM SCOTT and the former Fannie Dunford of Stanford, Kentucky. The ceremony was performed on January 31.

Lieutenant ARTHUR POPE and his wife were a happy host and hostess as they entertained their daughter Mrs. C.E. Rhad who visited them from Wheatland, Wyoming with her husband.

Kentuckians take the local floods in stride and at times, appear a bit blasé about them. Recently, however, many of the Depository personnel underwent severe hardship. The home of retired Guard CLARENCE GORTCH at West Point was completely inundated and an Army rescue squad was called in to salvage the furniture. Clarence and Mrs. Gortch were compelled to move in temporarily with TED JOHNSON, another retired Guard. The basement of Guard JOHNNY PUNCHILL was so flooded that he was deprived of all light, heat and power. John and his family had to move to a hotel. We have coined a new word for LEWIS ARMED's plight. He was 'islandized'. The Armers escaped serious damage, but were completely isolated on all sides. Les eventually waited ashore after three days. JIMMY WOLFE, Administrative Assistant at the Vault, managed to get to work simply by taking a circuitous route that added 60 miles to his trip. This would not be too remarkable, were it not for the fact that Jimmy ordinarily drives 74 miles a day to work.

Guard and Mrs. BILL FRANK traveled to West Virginia to attend the wedding of their son, Bill, Jr., who is currently on duty with the U. S. Navy.

Captain BILL MAERZ and Guard RAOI GRIFFARD recently completed a 16 hour Civil Defense Radiological Monitoring Course given by the Fort Knox Armor Center. Both received Department of the Army certificates.

RUSSELL ENNIS and his wife vacationed in Miami recently with relatives. Enroute they celebrated their 32nd wedding anniversary. Speaking of wedding anniversaries, the STANLEY ALLIEN have number 20 coming up, and the BILL BYRNE's are looking forward to number 13.

The Fort Knox Nimrods have put away their 'shooting irons' and have become the Fort Knox Yachtmen. Capt BILL MAERZ, Lieutenant BILL BYRNE and Guard JIM BOOTH have their boats in top shape for the coming fishing season. It was Guard FOWLER CRAIN, however, who officially opened the angling season; Fowler netted a 7-pound smallmouth bass on March 1.

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## LET US PRAY

Dear Lord, help me to become the kind of supervisor management would like me to be. Give me the mysterious something which will enable me at all times satisfactorily to explain policies, rules, regulations and procedures to my workers -- even when they have never been explained to me.

Help me to teach and to train the uninterested and disheartened without losing my patience or my temper.

Give me that love for my fellow men which passeth all understanding so that I may lead the recalcitrant, obstinate, no-good worker into the paths of righteousness by my own example, and my soft persuading remonstrance, instead of busting him in the nose.

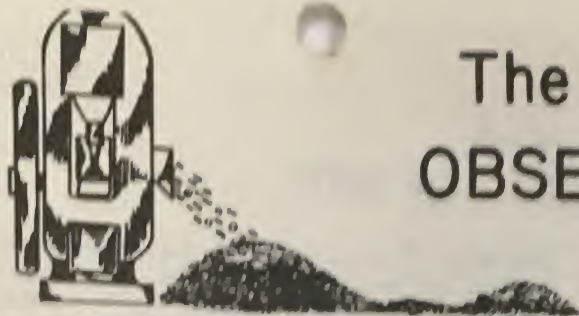
Instill into my inner being the tranquillity and peace of mind that no longer will I wake from my restless sleep in the middle of the night crying out, "What has the boss got that I haven't got, and how did he get it?"

Teach me to smile if it kills me.

Make me a better leader of men by helping develop larger and greater qualities of understanding, tolerance, sympathy, wisdom, perspective, equanimity, mind-reading and second sight.

And when, dear Lord, Thou hast helped me to achieve the high pinnacles management has prescribed for me, and when I shall have become the paragon of all supervisory virtues in this mortal world -- dear Lord, move over. Amen.

NEXT DEADLINE — JULY 22



# The Mint OBSERVER



Volume II

August 1964

Number 1

JUNE 1965 GOAL 9 BILLION

## MINT MOVES TO DOUBLE OUTPUT

This is the second in a series of articles covering the coin shortage and the steps being taken by the Bureau of the Mint to alleviate it. The first article on this subject in the May issue of the OBSERVER contained an account of the survey conducted by the Mint through the Executive Office of the President, Bureau of the Budget in order to determine the probable future coin demand and production facilities of the Mint. The study led to legislation enacted by Congress to build a new mint in Philadelphia.

This issue contains an outline of the 'crash' program of the Mint recently announced to the nation by Secretary Dillon, which is aimed at more than doubling our current coinage output of 4.3 billion per year by 1965.

Long before it became a matter of public concern, the Bureau of the Mint began preparations to meet a coin shortage in 1962. Coinage production by fiscal years, in billions of pieces, was as follows: 2.5 in 1960; 3.0 in 1961; 3.4 in 1962; 3.6 in 1963; and 4.3 in 1964.

During this period in which a study was being made and plans developed for a new mint, the coin demand continued to rise. In the fall of 1962 coin shortages began to develop, and both Mints were placed on a six-day week basis to the maximum extent that appropriated funds would permit. During that year 3.4 billion coins were made. However, the coin demand was not met, and beginning with the fiscal year 1964, the Mint purchased nickel strip, and added additional overtime to produce an all-time high in fiscal 1964 of 4.3 billion coins. By June of 1964 it was quite evident that even this record coinage production was not sufficient to meet the demand. Therefore, the Bureau of the Mint took the position that simultaneously with the development of a new mint in Philadelphia, it was also necessary to attack the current coin shortage with a 'crash program' and to take every measure necessary to break the shortage as soon as possible.

During the month of June, plans were developed to produce more than 8 billion coins in fiscal year 1965, almost doubling the 1964

production. The following emergency actions were taken to implement these plans:

1. Began the use of purchased strip for all one-cent coins, and continued the use of purchased strip for all five-cent coins. This released sorely needed space and trained employees to run the presses and to perform related functions 24 hours a day, seven days a week.

2. Requested the General Services Administration to allot additional space in the San Francisco Mint building to the Mint for the production of minor coin blanks. This space is being converted on an emergency basis for Mint use, and will be available for operation by October 1, 1964. Also, space is being prepared for additional presses and other equipment at the Denver Mint on an emergency basis.

3. Contacted the Department of Defense, General Services Administration, and private industry in an attempt to locate existing presses and other equipment that could be converted immediately to the production of coinage. This search throughout the United States was successful in that the Mint was able to secure 16 stamping presses from the Department of Defense and 16 blanking presses and annealing and cleaning equipment from the General Services Administration. This equipment is being modified for Mint use. In addition both of the agencies have made available many valuable machine tools and other equipment vital to this program.

4. Announced the discontinuation of proof coin production at the end of this calendar year when the orders on hand will be filled. This will release 15 coining presses for conversion to regular coinage and release trained employees and space for regular coinage.

5. Obtained two former Mint presses on loan. These were located in old mint buildings, now museums, at San Francisco and Carson City.

6. Placed orders with industry for additional presses and developed delivery dates for presses so that by March 15, 1965, the number of mint presses will have doubled.

7. Arranged with the Frankford Arsenal in Philadelphia to anneal one-cent blanks.

## A GENERAL'S RECIPE NOT A FORMULA... AN ART

Many people are under the impression that when Army generals correspond, they discuss nothing but supply lines, salients, reserves and enemy capabilities. The following letter, written by Lieut. Gen. S. B. Buckner, Jr., of Kentucky and submitted for publication in the OBSERVER by Victor H. Harkin of the Bullion Depository, provides a delightful example to the contrary. The letter was written more than two decades ago. Lieut. Gen. Buckner was killed in Okinawa in 1945 and in 1954 was promoted posthumously to full general. Here he deals expertly with a subject dear to many of us.

Major General W. D. Conner  
West Point, New York

My dear General Conner:

Your letter requesting my formula for mixing mint juleps leaves me in the same position in which Capt. Barker found himself when asked how he was able to carve the image of an elephant from a block of wood. He replied that it was a simple process; consisting merely of whittling off the part which didn't look like an elephant.

The preparation of this quintessence of gentlemanly beverages can be described only in like terms. A mint julep is not the product of a formula. It is a ceremony and must be performed by a gentleman possessing the true sense of the artistic, a deep reverence for the ingredients and a proper appreciation of the occasion. It is a rite that must not be

entrusted to a novice, a statistician or a Yankee. It is a heritage of the Old South, an emblem of hospitality and a vehicle in which noble minds can travel together down flower-strewn paths of happy and congenial thought.

So far as the mere mechanics of the operation are concerned, the procedure, stripped of its ceremonial embellishments, can be described as follows:

Go to a spring where cool, crystal-clear water babbles from under a bank of dew-washed ferns. In a consecrated vessel, dip up a little water from the source. Follow the stream through its banks of green moss and wildflowers until it broadens and trickles through beds of pungent mint growing in aromatic profusion and waving softly in the summer breeze. Gather the sweetest and tenderest shoots and gently carry them home. Now select a decanter of Kentucky Bourbon, distilled by a master hand, mellowed with age, yet still vigorous and inspiring. An ancestral sugar bowl, a row of silver goblets, some spoons and some ice and you are ready to start. In a canvas bag, pound twice as much ice as you think you will need. Make it fine as snow, keep it dry and do not allow to degenerate into a slush. In each goblet put a heaping teaspoonful of granulated sugar, barely cover with spring water and slightly bruise one mint leaf into this, leaving the spoon in the goblet. Then pour elixir from the decanter until the goblets are one-fourth full. Fill the goblets with snowy ice, sprinkling with sugar as you fill. Wipe the outside of the goblets dry and embellish copiously with mint.

Now comes the important and delicate operation of frosting. By proper manipulation of the spoon, the ingredients are circulated and blended until Nature, wishing to take a further hand and add another of its beautiful phenomena, encrusts the whole in a glistening coat of white frost. Thus harmoniously blended by the deft touches of a skilled hand, you have a beverage eminently appropriate for honorable men and beautiful women.

When all is ready, assemble your guests on the porch or in the garden where the aroma of the juleps will waft heavenward and make the birds sing. Propose a worthy toast, raise the goblet to your lips, bury your nose in the mint, inhale a deep breath of its fragrance and sip the nectar of the gods.

Being overcome by thirst, I can write no further.

Sincerely,  
Lieut. Gen. S. B. Buckner, Jr.  
V.M.I. Class of 1906

## 'CRASH' PROGRAM

From page 1:

8. Supported legislation to continue the 1964 date on coins manufactured in 1965. This will permit the production of enough coins dated 1964 to preclude their having any speculative or investment value and should bring back into circulation coins held for this purpose.

9. Requested a supplemental appropriation for fiscal year 1965 of \$4,500,000 to finance the crash program.

This crash program will result in the production of 8 billion coins in fiscal year 1965, as compared with the production of 4.3 in fiscal year 1964. By June 30, 1965, the Mint will be producing coins at the annual rate of 9 billion pieces.

Production in July 1964 was up 77% over the same period last year.

## PEAK PRODUCTION DENVER

FERN MILLER's appearance (June 28) on the television show "What's My Line" caused many viewers across the nation to take pen in hand and write her. Most, of course, wanted a Kennedy half dollar, but the method of approach varied; some openly beseeched, others flattered, while one even blessed her. She enjoyed most one letter from a woman who asked her where she got her shoes--they looked so comfortable!

The shutdown silence that pervades the Mint during settlement is always enlivened by occasional glimpses of the Settlement Committee, hard at work everywhere in the building.

Mrs. Harkin, wife of Chairman VICTOR HARKIN, elected not to use the VIP prerogative of a front-door-type tour. She queued up with the long line at the visitor's side entrance. Later she chided her husband, Officer in Charge of the Fort Knox Bullion Depository, by remarking that she had had to come all the way to Denver to see a gold bar.

We still miss WALTER JUDGE (Superintendent, Coining Division), who has been on sick leave for several weeks. One by one, he is overcoming his ailments, and one of these days we hope to welcome him back hale and hearty.

What we thought couldn't happen, has: visitors to the Mint this summer far outnumber last year's turnout. This year (Jan.-June), 47,777; last year (Jan.-June), 37,313. In spite of the heat and the sudden showers, our visitors are a good-natured lot--which speaks well for the American tourist.

Our guards are very much pleased with their new short-sleeved shirts. With the exception of the Captain, the changeover was electric; now, even he has gone informal.

Have you had trouble with FTS--our new telephonic highway? This highway does not permit merging traffic; if it's busy you just don't get on.

Mr. and Mrs. LAWRENCE SOUDER of Philadelphia spent some time in Denver prior to inventory. Before Mr. Souder got down to business he and Mrs. Souder were able to do some sight-seeing.

We were fortunate to be able to entertain Mrs. Kathryn O'Hay Granahan, Treasurer of the United States, when she was in Denver on July 17. She found some idle time and expressed a desire to see the U. S. Air Force Academy at Colorado Springs. The Air Force at Lowry Field was kind enough to furnish a driver and car, so by noon she, Mrs. Miller and MARSHALL REDDISH were on their way to the Springs. They were able to see many places of interest but were particularly impressed with the beauty of the Air Academy Chapel.

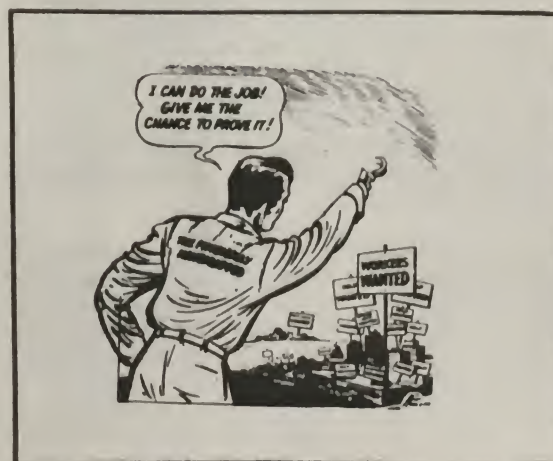
## ENGRAVER SUBMITS WINNING EMBLEM

The Emblem Contest sponsored recently by the Treasury Safety Council has been won by FRANK GASPARRO, Assistant Chief Sculptor and Engraver at the Philadelphia Mint. Assistant Secretary for Administration A. E. Weatherbee announced that the Executive Board of the Council selected Gasparro's design over 1149 other entries submitted by 532 employees representative in all 13 Treasury Bureaus.



The emblem (pictured above) will be used by the Treasury Safety Council on all material designed to promote an interest in safety-consciousness and an awareness of the Safety Council's role in Treasury's accident prevention program.

This award is not the first Frank Gasparro has won for his creative talents. He was the recipient of a \$1000 cash prize in 1955 for his submission of the winning design for the Philadelphia Medal of Honor, which is awarded to Philadelphians "who perform or accomplish outstanding acts of heroism, achievement or service which result in bringing honor, high esteem and prestige both to persons and to the City of Philadelphia." In addition, Gasparro has been the recipient of two scholarships from the Pennsylvania Academy of Fine Arts to study in Europe, and has done research work in art in Italy, England, France, Germany and Sweden.



## Denver Captures Pistol Trophy

The Denver Mint pistol team carried off the Director of the Mint Trophy in the 1964 annual pistol matches. The competition is conducted on the home range of each field institution during the annual settlement.

The matches, held for the purpose of promoting and maintaining high proficiency in marksmanship of Mint personnel, take place each year under the supervision of an official scorer appointed by the Chairman of the Settlement Committee or Joint Seal Committee at each institution. The teams are composed of six men--two in each of the three classifications: Marksman (210 to 239); Sharpshooter (240 to 269); and Expert (270 or better)--selected on the basis of actual scores made in try-outs and preliminaries.

The winning team, consisting of RICHARD O'CONNELL, FRANK URICH, CHARLES BOWMAN, JR., FLOYD BETTS, GARY SIMS and DON HARMEIER, scored a total of 1484 points, 47 ahead of second-place Philadelphia, last year's winner. Each member of the winning team will receive a gold medal struck at the Philadelphia Mint and engraved with his name and the year 1964. The trophy, engraved with the names of members of the winning team, will be presented to the Denver Mint for permanent possession and display.

Individual high scorers for each classification will also receive recognition in the form of engraved medals. They are: Expert - JAMES ANDERSON of the New York Assay Office with a score of 274; Sharpshooter - LEO WAGTOWICZ of the West Point Silver Depository with 260; and Marksman - FOWLER CRAIN of the Fort Knox Bullion Depository with 258.

## DESIGNATION REQUIRED BEFORE DEATH

Civil Service Commission regulations require that designations of beneficiary for Civil Service Retirement be received in the Civil Service Commission on Standard Form 2808 prior to the death of the designator. If the Designation of Beneficiary Form is received after the employee's death, it cannot be recognized and a payment contrary to the employee's wishes may result.

It is not necessary to file a designation of beneficiary if the order of precedence of payment established by law is satisfactory. However, if an employee wishes to designate a beneficiary other than one in the established order of precedence, it will be the responsibility of the designator to keep the designation up to date with changes in family status.

## Colorful Lore Enfolds Kentucky

Our reporter at Fort Knox was a bit dismayed just prior to the last edition of this paper by a definite lack of cooperation. He was toying with the idea of having Bill Jenkins, Assistant Officer in Charge, pick the Kentucky Derby winner well in advance of the event, for the benefit of the Mint populace. This was a simple assignment; it is a well known fact that Bill has been picking winners with monotonous regularity for many years. Up until 1964, he had seven in a row! "There's nothing remarkable about it", says Bill, "I'm from Lexington (that's Bluegrass country, Suh!) and ANY Lexingtonian knows a fast hoss from a slow hoss." However, despite this profound philosophy, Bill Jenkins refused to make a prediction. He mumbled something about 'going out on a limb', but he was really thinking of a lot of Minters driving the price down. And that is why, dear readers, we were unable to give you the Derby winner late in April.

Instead, Bill volunteered to color the current issue with some interesting data on Derby lore, a subject in which he is well-versed. For instance: In Kentucky there is no such thing as Derby Day--it is Derby Week. Hordes begin descending on the town of Louisville the Monday before the race and by Derby Eve the city is jammed. Mediocre hotel rooms may be procured for \$33.33 per night provided you take the package deal of three nights for a modest 100 clams. One can arrange to sleep on a pool table for \$11 a night or on an ironing board in someone's kitchen for a mere \$9. All of the visitors have one object in mind--to be one of the 100,000 that will be packed into Churchill Downs (which accommodates a maximum of 30,000). In brief, the Derby is a combination Mardi Gras, World Series, Mummer's Parade, Carnival of Roses and Dogpatch Wedding. Princes and paupers arrive in droves to pay homage to King Horse, and the reigning monarch is any three-year-old creature who can stick a velvet nose under a wire ahead of any other.

Kentucky is noted for two famous personages--Daniel Boone and Man O' War (and not necessarily in that order). Most people are surprised to learn that Man O' War never ran in the Derby; then they are amazed to learn that the renowned colt never even ran in Kentucky. All of his 21 races were run on out-of-state tracks. He galloped home in front in 20 of these outings. The only horse that ever beat him had the ironical name of "Upset".

A horse does not have to have a brilliant record to become a Derby starter. When Sir Barton romped home ahead of the field in 1919 it marked the first time he ever won a race. Subsequently, he won both the Preakness and the Belmont Stakes, thus becoming the first ever to accomplish the feat. Conversely, a

## PROFILE JOHN R. CARR

The Oakland Tribune of Nov. 2, 1924, headlined the startling news that gold had been found in the Oakland hills. Ore assaying at better than one ounce per ton in gold and ten ounces per ton in silver had been discovered by a 20-year-old assayer and metallurgist. Because the young prospector was on city-owned property, another '49 gold rush failed to materialize, and today a water storage tank covers the spot.

Forty years later, John Rowland Carr no longer prospects in the hills for precious metals, but instead occupies a position where he is responsible for thousands of ounces of the stuff he used to dig from the ground. We refer, of course, to the Officer in Charge of the Assay Office at San Francisco.

The editors instructed this reporter to talk to someone who had known Jack Carr for many years; consequently, all I had to do was to interview myself and reflect on the nearly quarter of a century that I have had the pleasure and privilege of working with this man. From personal observation it is quite evident that Jack's heart is still in the hills, and that it would be a far greater thrill for him to pan out one little ounce of gold from a mountain stream than to have the rather awesome task of safeguarding the millions of ounces locked and sealed in the cavernous vaults of the Assay Office.

Jack first saw the light of day on Oct. 17, 1904, in Pittsburg, California, a town on one of the upper arms of the San Francisco Bay. His father was a contractor and ship-builder, and his activities were widespread throughout the San Francisco Bay Area, especially during the feverish building era of World War I. Jack was brought to Oakland at an early age, and there he still resides, although his residence in the East Bay has been by no means continuous. After graduating from Oakland Technical High School, his innate curiosity about the earth and what it contains led him to the Gibson School of Assaying where the groundwork of his future life was shaped. It was during his association with this school that the discovery recorded above was made. For three years in the late twenties Jack was associated with Abbott A. Hanks in commercial assaying, a business that still flourishes in San Francisco. The early Depression years found him in Lake County building houses and boats. One summer Mary Marjorie Ackley, a native of Redcliff, Colorado, came to that popular summer resort for a vacation, and found a husband. She and Jack were married at Lakeport on July 5, 1931.

The lure of the hills and the dust that was in them was still strong, however, and soon

the Carrs were at the Opalite Mine, 20 miles from Ukiah, very near the place where our Director of the Mint had her origins. Jack is normally very quiet, modest and unassuming, but questions concerning those happy prospecting days will always bring a smile and a quick response. For instance, he recalls sifting the sands of Gold Beach on the Northern California coast for gold. His compadre was in a State Game Refuge for elk and it wasn't unusual to wake in the middle of the night and find an antlered friend as a bedmate. On one occasion, when he and Marge were camping in the hills, he heard a movement outside the tent, but paid scant attention. It was just as well, for when he looked out the next morning, he found two sets of uncomfortably large mountain lion tracks. His wife didn't know the truth, or his prospecting days might have ended right there! The noise of the night before was blamed on a skunk, but Jack admits to a chill every time he recalls those tracks.

The classic story of all, however, is the tale of how Jack learned he was the father of his first son, John Allen Carr. By this time he was assayer and Superintendent of the Spanish Mine near the tiny hamlet of Washington in the high Sierras. As the time approached for the birth of the first little Carr, a violent snowstorm isolated the mine and cut off all communication except radio, and therein lies the story. Marge had to be brought out by sled over snow 12 feet deep to civilization and thence to Oakland, but Jack had to remain behind with only his radio to link him with the outside world. Marge had a sister who

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### KENTUCKY LORE

from page 4

decade later, when Broker's Tip copped the Run for the Roses, it also marked the first time he had ever won; unhappily, it was also the last. He never won another race.

On the subject of Kentuckiana, we also learned that the state, although relatively small, has the dubious distinction of having more counties than any other state. It has 120. Although the Bluegrass State is renowned for its distilleries, 80 of its counties are DRY. It may seem ironic, but Bourbon County itself is bone dry, while Christian County is sopping wet... From the foregoing, it may be surmised that there is considerable truth in the local expression that states, "If bad habits ever become unfashionable, Kentucky will starve to death!" Its chief crop is tobacco; its chief product is whiskey; and its chief pastime is horse-racing.

## BY THE WEIGH-- SAN FRANCISCO

Since our last issue, we welcome two more to our ranks--EDDIE MCGOWAN and GENE LILEKS. Eddie is a transfer from the Post Office, but Gene has no prior Government service. We regret the loss of MIKE GILLIGAN to the San Carlos Fire Department, but wish him success in his new job.

We estimate that the Settlement selectees from this office covered over 30,000 miles and that they used almost every mode of transportation known to man. JOHN BREKLE, who served as Chairman of the New York Settlement Committee, rode the rails from coast to coast, with a side trip to Washington thrown in. MAURICE MATHERON had just returned from a week's junket to Disneyland when he learned of his assignment in Gotham. He and his wife immediately repacked and drove all the way to Old Slip. Mr. and Mrs. HARRY MILLER likewise motored to Philadelphia and returned via Texas, where they visited with relatives. Mildred and MATT RILEY chose to fly via TWA to New York. The Rileys had a grand gift awaiting them when they arrived home. Their son and daughter-in-law presented them with their second granddaughter, Suzanne Patricia. JIM SANGSTER went by train to Denver. His wife Marie and son Bill motored up there a few days before the conclusion of the Settlement. They returned via Yellowstone, Glacier, Jasper and Lake Louise. Besides the Settlement crew, it seems that a lot of people have the travel bee. JOE MURPHY reports it is hot and sticky on the East Coast, where he is vacationing with his wife's relatives. DINO PONZINI entrained for New York and Pittsburgh, planning to take in the fair and visit kinfolk. Incidentally, this reporter's (DON DWYER) two daughters recently returned from the Big City and were properly thrilled with it all--and wish to say thanks for the tour of the Assay Office, especially to JOHN LOVISEK. TOM KEHOE trekked to Las Vegas and Disneyland. So you see, we really do get around out here.

It is with great pleasure that we welcome back ED GIORNI, who has undergone two major operations since Christmas.

In regard to Settlement, we were pleased to have old friends like TED SCHIERCKE, PAUL DOWD, CLARENCE MILLER, JOHN CAPICH and JOHN MORR with us. We were truly sorry to see them depart.

### JOHN CARR

From page 5

was a singer on one of the Oakland radio stations. By pre-arranged agreement, Jack would tune in her program each night. One night the two songs "Margie" and "Dear Little Boy of Mine" came over the air and Jack then knew that his anxious days and nights had ended on a happy note.

By this time, Jack had evidently had his fill of snowstorms and mountain lions. He returned from the hills, and in Nov. 1940, he joined the ranks at the United States Mint in San Francisco as a Junior Assayer. There his experience and training stood him in good stead, and in Feb. 1949, he was named to the position of Assistant Assayer. He held that post until Aug. 1958 when the Mint became the Assay Office and Jack was selected to be the first Officer in Charge. The job was not an easy one, with morale understandably low due to the drastic reduction in force that separated so many old friends from the service. But Jack's unfailing good nature, together with his sympathy and understanding, helped the survivors to weather the storm and to see the light of better days ahead.

So he no longer roams the hills with his pan and pick, but lives quietly and peacefully in Oakland once more. His wife is an artist in ceramics and oil paintings, and two beautiful pictures adorning the walls of his office attest to her ability. The son whose birth was announced in such a unique way is now an electronics technician at Lockheed Missile and Space Company, Sunnyvale, California. Another son, Norman, was married last November. Jack's chief hobby is knocking down the little pins with a bowling ball, a sport he took up only two years ago. He has already established an average of 170, and an all-time high game of 247, leading his team to the Examiner League Championship earlier this year.

As my little chat with Jack ended, I came away with the distinct impression that in our little world of gold and silver, of uncirculated coin and soon-to-be punch presses, Jack still has a nostalgia for the old days in the hills, and that many times he would trade his very responsible position for a little camp by a creek with a pan and a pick, snowstorms and mountain lions to the contrary notwithstanding.



## SUMMING UP FORT KNOX

VICTOR HARKIN, Officer in Charge of the Gold Vault at Fort Knox, has become an established authority on the beauty of Kentucky's fair sex. He was again called upon to judge a beauty and talent contest in May at the Vine Grove High School. This is the second year he has been called upon to display his unusual talent in this field. This, in all fairness, should establish him as a professional. And the old pro must be a pretty good judge; there wasn't one dissenting murmur when he rendered his verdict. He then summed up the situation in one terse sentence, "She won by a dimple". (This item submitted by the assistant reporter, as Mr. Harkin's modesty prevents him from discussing his rare talent.)

All of the people of the Gold Vault family experienced a feeling of loss upon Lieut. KENNETH E. SHARP's retirement on May 19. Ken received the Albert Gallatin award and the Gold Vault silver bowl in appropriate ceremonies. All of us wish Ken many long years of happiness in his retirement on his farm near Hodgenville, Kentucky.

The Depository family was increased by one on May 22, when a seven-pound, 12-ounce bundle named Karen Louise Wolfe arrived on the scene. The new arrival is the granddaughter of JAMES T. WOLFE, Administrative Assistant at the Depository.

RUSSELL ENNIS, Guard at the Depository, spent the month of June as a member of the Hardin County Circuit Court Jury. Russ said that he never knew his 'peers' were such tough-looking characters.

Guard EARL SHEPARD was elected Chairman of Committee for Troop 143 of the Boy Scouts of America at Radcliff, Kentucky. Under the leadership of the former Master Sergeant, the troop should emerge as a superior unit.

Mr. and Mrs. BILL FRANK recently celebrated their 25th wedding anniversary. They have five children and four grandchildren.

The Gold Vault has spread the welcome mat for two new guards--JIM HEARNE, a transfer from the Denver Mint, and BENNIE L. BAILEY.

AL EVANS, former Officer in Charge at the Fort Knox Depository, now retired, stopped at his old stamping grounds for a few days last April to visit friends. Al and his wife were en route to Missouri to see their daughter. The Evans have tried many sections of the country, but have not as yet found their real retirement paradise. California, Colorado and New York have all been tested and found wanting. They believe they will finally settle down in Radcliff. Where's Radcliff? Why, Radcliff is just four miles south of Fort Knox!!

## PAY INCREASE EFFECTED AUG. 14

The Government Employees Salary Reform Act of 1964 (Public Law 88-426) was signed into law by President Johnson on Aug. 14. The new law provides increases ranging from 3% to 22% for 1,073,000 Classification Act employees, 593,000 postal workers, and top positions in the executive, legislative and judicial branches of the Federal Government. The larger increases under the career pay systems are reflected in the top levels because action to make these levels more nearly comparable with pay outside Government had been deferred at the time of enactment of the 1962 law and again in January 1964.

The increases are retroactive to the first day of the first pay period beginning on or after July 1 for all officers and employees except certain employees in the legislative branch and Members of Congress. New salary rates for Members of Congress will be effective Jan. 3, 1965.

Civil Service Commission Chairman John W. Macy made the following statements upon passage of the law: "The Government Employees Salary Reform Act of 1964--the first full and realistic realignment of Federal pay rates from top to bottom for all branches of Government--greatly strengthens our ability to attract and retain the high quality of public servants needed to carry out the challenging work of modern Government.

"The combination of the first comprehensive adjustment of compensation for Federal executives since 1956 and the demonstrated commitment to the policy of comparability for career salaries with pay in the private sector makes this landmark legislation. Not only will the pay adjustments for top appointive posts permit able people to serve the public without great personal sacrifice, but the more realistic rates for these positions relieve the compression on career rates and make it possible for these scales to reach logical levels.

"As a result of these and other important improvements in pay policies included in this law, the Federal service will enjoy a more competitive position in the manpower market and will have a better chance to acquire a share of the country's most promising people for careers of service to the Nation."

Victoria Loufakis.....Co-editor  
Martha Reeves.....Co-editor

Alice Ward.....Denver Reporter  
John Crotty.....New York Reporter  
Donald Dwyer..San Francisco Reporter  
Victor Harkin.....Fort Knox Reporter

# PLUS & MINUS

## WASHINGTON

The coming of summer heralded the arrival of many new faces in the Office of the Director. PAT COOPER and ANN THOLL, June high school graduates, have joined the Personnel Division and the Records Section, respectively. Two journalism majors have been added to the staff of the Coin Management, Security and Public Information Division: TOM JOHNSON, a graduate of Boston University and more recently a teacher of English in the Boston school system; and SUE GAY, who was graduated this year from West Virginia University. Another West Virginian, CONNIE McVICKER, was with us only a few short months, as she was obliged to return to the Mountain State to fulfill her teaching contract there. PATTY McQUINN will return to Southwest Texas State College this fall for her junior year, but the Accounting Division will not soon forget that deep southern drawl. SHEILA COSTELLO came to us from the Washington School for Secretaries, and is currently assigned to the Accounting Division. The Technical Division is fortunate to have acquired the capable services of ANNITA L. CURRY, formerly a graduate assistant in the Department of Chemistry at Howard University, and a graduate of Florida A & M University; and SANDY TOLBERT, veteran of five summers in this office, now a qualified chemist and a graduate of the College of William and Mary. FRED KOZLOWSKI has joined the Accounting Division after his June graduation from the University of Scranton.

The stork visited Randy and JUDY WALTERS in June. Judy has accepted a secretarial position nearer home in order to have more time to spend with her new little son.

The wanderlust has captured JOHN BENNETT. John resigned in order to depart these shores for a new continent. Australia will be his new home.

The annual settlement for fiscal 1964 has been completed. For the Office of the Director, this meant a chance to greet some of our friends from the field as they made their way home from the various committees. Mr. and Mrs. EARL F. HAFLEY stopped in on their way back to the Denver Mint, where Mr. Haffey is the Assayer, from settlement at Philadelphia. The San Francisco Assay Office was well-represented, as Assistant Officer in Charge JOHN BREKLE and Assistant Deposit Melter MAURICE MATHERON and Mrs. Matheron took the indirect route via Washington from settlement at New York. The Office of the Director contributed BARRY FRERE and FRANK LAWSON of the Accounting Division to the Joint Seal Committee at Fort Knox, and BLAND BROCKENBOROUGH of the Technical Division to the Settlement Committee at New York.

Summer is tennis weather, and MARTHA REEVES of the Personnel Division took advantage of the opportunity to try out for the Treasury tennis team in the Departmental Tennis League. She was selected for the team, and has the honor of being the only woman ever to play for the Treasury, as well as being the only woman in the entire league this summer.

Imagine PATTY McQUINN's surprise and delight when she answered the telephone at work one day last month and discovered Ladybird Johnson was calling her! Mrs. Johnson and Patty are from the same area of Texas, so upon hearing of Patty's presence in Washington, Ladybird invited her and two other East Texas girls to a party at the White House in honor of the President of Malagasy. Patty and her escort, BOB LORD, enjoyed a musical entertainment of selections from the Rogers and Hammerstein hit "Oklahoma" on the South Lawn of the White House grounds, followed by dancing under the stars to music provided by the United States Marine Band. Patty and Bob were fortunate enough to receive a special tour of the White House, and to meet Mrs. Johnson and her daughters Lynda and Luci personally.

Word was received from PAUL S. HECKMAN, former Assistant Superintendent & Chief Clerk at the Philadelphia Mint, that he is well and happy, and very much enjoying his retirement. Mr. and Mrs. Heckman keep busy by engaging in civic affairs, traveling, playing golf, and strangely enough, collecting coins.

### EDITOR'S LAMENT

#### News Handling Is Tough Business

We give up.

If we print jokes, people say we're silly; if we don't our readers say we're dull.

If we print original matter, they say we lack variety; if we "lift" articles from other publications, they say we're too lazy to write.

If we stay on the job in the office, we ought to be out hustling news. If we're out hustling news, we're not attending to business or answering the phone.

If we use copy as is, we lack education; if we change the copy, we're spoiling a "hot" story.

If we select certain articles over others, we're too critical; if we don't we're asleep.

If we're seen scanning newspapers or magazines on the job, we've got too much manpower; if we don't read other publications we're not up on the news.

If we misspell a name, the person and his regiment of friends complain. If we spell 99,999 names right, no one commends.

Like as not, someone will say we stole this item from another publication.

They're right—we did.

## AS WE WERE A'SAYING

NEW YORK

Personnel Officer BENJAMIN OBERST recently was presented a diamond-studded pin in recognition of his four decades of service to the Mint. Others who have completed long tours of duty are: JOSEPH BIELA with 35 years; JOHN LOVISEK, VINCENT LUNDY, GEORGE MARTIN and JOHN REDMOND with 30 years; GORDON BLEWITT and ARTHUR MARQUACH with 25 years; VIOLA SCHMITT and FRANK CHIETERO with 20 years; and MANUEL CALVO with 15 years.

Allan G. Lovisek, son of JOHN R. LOVISEK, Assistant Superintendent, Melting and Refining Division, graduated in June from New York University with a degree of Bachelor of Mechanical Engineering. On the same day he was commissioned in the U. S. Army Reserve and designated a Distinguished Military Graduate. His plan for the future is to work for the Pratt and Whitney Company until Uncle Sam calls him into the service.

JOHN CAPICH, Assistant Head of the Bullion Issue & Deposit Payment Section, has returned from an extended visit to his brother in California. John says his wife was very pleased with the climate and is looking forward to another jaunt out West in the near future. Both John and TED SCHIERCKE were on the San Francisco Settlement Committee.

Other New Yorkers who aided in the annual inventory were VINCENT LUNDY and FRANK PAINO, who made the short trip to Philadelphia by car.

Settlement at this office was conducted very efficiently by Chairman JOHN BEEBLE of San Francisco, members MAURICE MATHERON and MATTHEW RILEY, also of San Francisco, BLAND BROCKENBOROUGH of the Office of the Director, and VERN OWEN of Denver. We enjoyed having them here with us.

JOE GIZZI, until recently Foreman, Refinery Cell Section, has retired to the green hills and rolling country around Haverstraw, New York.

MARY FRIES has resigned to take care of her husband and home in Brooklyn. Mrs. Fries was formerly employed in the Accounting Division.

The Assay Office takes pleasure in welcoming the following new employees: HORACE BOOZER, THOMAS CURTO, ANTONIO MATTEO, WILLIAM PARKER, HEZEKIAH WIMS, and RICHARD WILSON. All were recruited from the Brooklyn Navy Yard, where they were involved in a reduction in force. The Navy's loss is our gain!

TED SCHIERCKE, Superintendent, Melting & Refining Division, tired of being an apartment dweller and purchased a boat on which he and his wife enjoy weekends.

HARRY J. EDWARDS of the Bullion Issue and Deposit Payment Section is flying to Europe soon with Mrs. Edwards. While there they plan to visit Mrs. Edwards' ancestral home and do plenty of sightseeing in Holland, Italy and points between.

Assayer PAUL MAGUIRE writes from Canada that he is enjoying a second honeymoon with his bride of 27 years. Among the points of interest visited by the happy couple were Niagara Falls and the city of Montreal.

Another painting has been added to the collection gracing the walls of Assistant Superintendent GEORGE TOBIN's office. Who is the artist? None other than Mrs. George Tobin!



**put part of your**

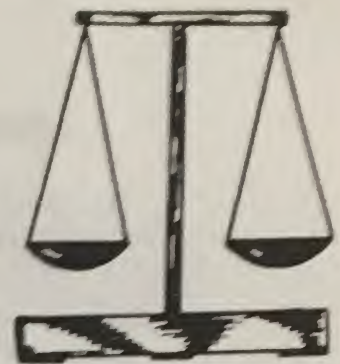
**PAY RAISE**

**in**

**SAVINGS BONDS**



# The Mint OBSERVER



Volume 17

December 1964

Number 2

## INTERIM ADJUSTMENT SCHEDULED NEW WAGE SYSTEM BLOCKED

Progress toward adopting a new wage system for ungraded Mint employees came to a temporary halt this month. However, interim wage adjustments will be made.

In an explanatory letter to Eva Adams dated Dec. 10, Amos N. Latham, Jr., Chairman of the Treasury Department Wage Board, conceded that he was "...thoroughly in agreement that the proposed system should be adopted for use within the Mint. However," he continued, "I cannot agree that the proposed changes be made at this time."

Latham's reluctance to consider the Mint's proposal stems from the long-delayed Bureau of the Budget-Civil Service Commission report on a complete study of all Federal wage board pay systems. The study is covering all aspects of the various wage board systems, including locality wage surveys, grading structures, and the number of step rates being used. Due to the possibility of creating conflict with any results which might come out of the Bureau of the Budget-Civil Service Commission study, it is not feasible for the Treasury Department Wage Board to authorize a change in the Mint system.

It is expected that the report of the study will be made early in 1965. Latham gave Miss Adams and the Mint Wage Study Committee his assurance that "...if the findings of this study permit its being done, I will immediately present recommendations to the Treasury Wage Board that the recommendations of the Mint Study Committee be adopted in total."

Meanwhile, Latham proposed that the annual wage adjustments be made for each Mint wage area on an interim basis until such time as the Treasury Department Wage Board can consider the proposal of the Mint Committee. The second step rate for each Mint job will be adjusted upon completion of a Bureau of Labor Statistics locality wage survey in each Mint area. The amount of the increases will equal the amount of the increases in the prevailing rates appropriate to the skill levels of each job. Present first and third step rates will

be increased by an identical amount. Present Mint practices concerning night shift differentials will be continued.

Bureau of Labor Statistics surveys have been completed in the San Francisco and Philadelphia areas. Interim wage adjustments in these areas were effective Dec. 20, 1964. Surveys in the Denver area are usually completed by the Bureau of Labor Statistics in early February, and in New York in the latter part of March.

The Mint Wage Study Committee made its recommendation for the adoption of a new wage plan following an extensive study conducted over a period of approximately 1½ years. The study was authorized by Latham on April 8, 1963. Between that time and the present, Committee members revised and reviewed all job descriptions and tentatively evaluated each job by application of the non-Defense agencies' adaptation of the Army-Air Force job evaluation system (known as the Interagency Advisory Group or IAG system). They reached agreement as to the proper evaluation of each position with all members of the Committee and with a staff member of the Treasury Office of Personnel and a representative of the Pay Systems Staff of the Civil Service Commission.

In concluding the study on Dec. 8, the Committee unanimously recommended the immediate adoption of the IAG system. The members of the Committee are: Eileen B. Lusty, Martha Reeves and Sidney F. Carwile of the Office of the Director; Allen M. Timmons and Grace E. Miller of the Philadelphia Mint; William A. Manning of the Denver Mint; Benjamin Oberst of the New York Assay Office; and Roderic G. Symonds of the San Francisco Assay Office.

The proposed system is based on locality wage surveys in each of the Mint areas. It would make use of the wage data collected annually by the Bureau of Labor Statistics. The system employs 21 grade levels with three steps in each grade. The second step represents the prevailing rate, while the first step is 99% of the second and the third step is 105% of the second.

# MINT NEWS BRIEFS

## MINIMUM STANDARDS

The Treasury Department has established minimum standards of conduct required of all its employees. Personnel of the Treasury Department are expected to adhere to standards of behavior that will reflect credit upon the Government. The Department takes a positive and reasonable approach to the matter of maintaining the high standards of conduct necessary in the transaction of Treasury activities.

The laws, rules and regulations of conduct covering such subjects as conflicts of interest, political activity, gifts or gratuities given to employees, outside employment, and other phases of activity which may be matters of concern to Treasury employees, are set forth in Chapter 735 of the Treasury Personnel Manual. Each employee in the Mint is required to know the standards of conduct and their application in his case; to seek information from his supervisor in case of doubt or misunderstanding on the application of the standards; to adhere to the standards of conduct; and to be aware of the consequences of violation of the laws, rules and regulations in regard to conduct. Copies of Chapter 735 are available in pamphlet form for all employees of the Bureau of the Mint. They may be obtained in the personnel or administrative office.

## EMERGENCY INSTRUCTIONS

In accordance with the instructions published by the Civil Service Commission, employees are reminded of their responsibility in the event of an enemy attack on the United States--go to the nearest Post Office, ask the Postmaster for a Federal employee registration card, fill it out and return it to him. Not only will this card enable the Government to utilize your services following such an attack, but it will place you on the roster of active employees to whom pay will be forwarded. Keep in mind that this reporting procedure is applicable only under emergency conditions which prevent you from reporting to your place of employment as usual.

## HEALTH BENEFITS CHANGES

Employees eligible to participate in the Federal Employees Health Benefits Program will be given an unrestricted opportunity to change their health benefits registration early in 1965. During the period Feb. 1 to Feb. 15, employees who are not registered to be enrolled may register to be enrolled, and enrolled employees or annuitants may change enrollment from one plan or option to another, or from self alone to self and family, or both. Employees wishing to make such a change should complete a Standard Form 2809, which may be obtained in the Personnel Office.

## RETIREMENT PAY REDUCED UNDER COMPENSATION ACT

The new Dual Compensation Act will have important effects on the civilian employment of retired members of the uniformed services, beginning December 1, 1964.

The act was signed as Public Law 44-448, by President Johnson on Aug. 19, 1964. It provides that a retired regular commissioned or warrant officer of the uniformed services who is hired in a civilian position will receive the full salary of that position, but will have his retired pay reduced to an annual rate of \$2000 plus one-half of any remainder. A total exemption from this reduction in retired pay is provided for regular officers retired for "combat" disability; a "first-thirty-day" exemption is provided for retired regular officers employed on a temporary, part-time or intermittent basis. Retired reserve officers and retired enlisted men are not subject to any reduction in retired pay under the act, whatever the basis for their retirement.

The act further provides that a retired regular commissioned or warrant officer of the uniformed services who is employed in a civilian office or position on the day (Nov. 30, 1964) immediately preceding the effective date of the act may elect to remain subject to, or exempt from, any applicable compensation limitations in effect on that date, or may elect to become subject to the applicable limitations and exemptions to receipt of retired pay in the new act. These elections are irrevocable and must be filed with the department concerned not later than March 1, 1965, the 90th day after the effective date of the act. Retired officers who fail to make an election or o

officers who fail to make an election on or before March 1, 1965, are considered to have elected to remain in the status they occupied on Nov. 30, 1964.

The responsibility for establishing procedures and administering these provisions rests with the several finance centers of the uniformed services. These centers are in the process of mailing the election forms, along with instructions and advice for their completion, to the current home addresses of every retired commissioned and warrant officer of a regular component of the Armed Forces. If an employee who should make an election does not receive an election form by Jan. 1, 1965, he should contact his finance center immediately. This is most important in light of the provision that failure to make a timely election constitutes an irrevocable election in itself.

Any questions concerning the provisions of the new dual compensation laws should be directed to the appropriate finance center. Addresses of the various finance centers are available in the Personnel Office.

# BY THE WEIGH SAN FRANCISCO

Another chapter in the long and rather tumultuous history of the San Francisco Assay Office began to unfold late in August of this year. This was the beginning of the Mint's "crash" program to alleviate the national coin shortage. All who toil and labor in the house on the Hill will agree that "crash" is very definitely the correct adjective to describe the current situation here. Life has become for us a series of one crash after another--the crash of walls tumbling down, the crash of countless hammers and drills, the crash of crates, gondolas and bins loading on and off trucks of all sizes and shapes whose crashing of gears blend in with the new Assay Office symphony of sound. But the biggest and loudest crashes are contributed by the gigantic punch presses recruited from Atchison, Kansas, where they once punched out cartridges for war. These monsters punch out the penny and nickel blanks that will eventually wind up in pockets, purses, cash registers and piggy banks all over the nation after being pressed into legal tender at the Denver Mint. Should you doubt that this is truly a "crash" program, ask the irate neighbors on Hermann Street, for the sound and the fury of crashing presses proceeds uninterrupted 24 hours a day, seven days a week.

Visitors to our pint-sized Assay Office in recent years would rub their eyes in disbelief should they wander in now and see what wonders have been wrought over the past two months. Our activities had been confined to half the first floor since the abandonment of coinage in 1955 and the termination of the refinery in 1977. Our former space was filled by various other Government agencies, and it seemed to be destined that the status quo would thus remain forever. But when it was decided to produce minor coinage blanks here to feed the hungry mouths of the Denver presses, action was immediate and decisive. All at once an astonishing reverse action began to take place. After eviction notices had been served on our tenants, an army of carpenters, plasterers, electricians, plasterers and painters descended upon us like locusts on the corn field. Our quiet days were numbered and the "crash" program was upon us. The rest of the first floor came back to the fold, and a new and modern Machine Shop now lies along the east side of the fortress. Half the second floor has been miraculously transformed from offices to the housing of the massive cleaning, annealing and milling equipment. And just above, in the western section of the third floor, stand the 17 gigantic and seemingly hungry presses that devour the coils as fast as they can be fed. During this comparatively short space of time nearly three-quarters of a million pounds of penny blanks have been shipped to the Denver Mint already, plus nearly 70,000 pounds of nickel blanks. That is as of now--by the time these words are ready to be read, thousands of pounds more will have found their way over the Rockies as more presses go into operation.

We are not yet a Mint here in San Francisco, but we are certainly beginning to look and act like one.

Expansion in space and machinery naturally calls for equal expansion in personnel. As this is being written, we have about 90 people on the payroll, with many more to come. This is over double the number of brave survivors who opened the Assay Office in February 1972. The "crash" program necessitated a vast reassignment of old employees as well as the hiring of new helpers to carry out the program. BOB BRIDGES, former Assistant Head of the Cash and Deposits Division, has been selected as the head of the new operation, and is being ably assisted by ARON LUNARDI, former deposit Mailing foreman, BINO POZZINI, a coining man from way back, is in charge of the huge annealing and milling machines that look like refugees from Cape Kennedy. ED GLOREN leaves as boss of the Uncirculated Coin Section to supervise the thunderous cutting operations on the third floor. The distribution of metals is in the capable hands of GENE BARN, one of our former workmates who returned to the Assay Office from the GSA. This is truly a Herculean task, as we can attest from watching the heavy traffic in the inner court. Raw bars are delivered from their manufacturers, tons and tons of coiled copper and nickel strips arriving ceaselessly from the foundries in the East and the scrap material returning over the same route back into the furnaces to make yet more strips. And the final product of all this activity--finished blanks being weighed and loaded and sent off to do their part in getting pockets to jingle again. Sharing this load, too, is MATTHEW RILEY and his crew of the Cash and Deposits Division, who check in and out all the equipment and metals used in this new responsibility which has been given to us.

See Page 4

Yes!

WE HIRE THE HANDICAPPED



\*\*\* IT'S GOOD BUSINESS! \*\*\*

# SUMMING UP FORT KNOX

One of the highlights of the September activities at Fort Knox was the wedding of Diana Hawkins, daughter of Guard O. D. Hawkins. The lucky groom was Mr. Leroy Jaggers of Elizabethtown. Coincidentally, the date, the 26th, was also the 57th wedding anniversary of the bride's paternal grandparents who were on hand for the ceremony. Since the Fort Knox reporting staff does not have a society editor who might elaborate on the finer aspects of the wedding, let us just say that the bride and her party were beautifully gowned and radiant. The happy couple will reside in Louisville.

There has been more activity in the Hawkins family. Since the last OBSERVER was issued, Mr. and Mrs. Hawkins became grandparents for the sixth and seventh times. Their daughter, Mrs. Harvey Brown, presented the family with a baby girl--Laura, while their son Ray became the father of a boy named Christopher.

WILLIAM FRANK of the Guard Force has become a grandfather for the fifth time. His daughter, Mrs. Cecil Mabe of New Port Richey, Florida, gave birth to a son on Sept. 22. The future All-American halfback is named Gary Ray.

## SAN FRANCISCO From Page 3

Our Assay Office family has grown so fast that by the time this reaches the press our roster will be out of date already. But we will try to introduce those who have joined us to date. First we want to welcome back a number of former Mintmen: veteran guard FLOYD A. McLEOD; JOHNNY HOLLAND, a popular man in the refinery in years gone by; PETE PAPPAS of the old ingot melting room; ARTHUR QUALHEIM, a Coining Division operative in the old years; and ALF SCHUTZER, who returns to our Maintenance Division from the GSA.

Next we greet the four ladies who have doubled the number of representatives of the fairer sex on our rolls: MARGIE ALIOTO, MARY ELLEN HAUGHEY, GWEN NG and GLORIA NORRIS. They are all Clerk-Typists whose assistance is deeply appreciated. The increase in personnel and equipment required the establishment of two new positions in the Assay Office setup. We have been fortunate to obtain EARL JOHNSON as our new Storekeeper and ROD SYMONDS, a transfer from Washington, as our new Personnel manager. A hearty welcome to both.

The new and expanded Mechanical Division, responsible for the maintenance of the newly acquired equipment, has added HERMAN BAEBLER, BILL COTTER, RICHARD MORGAN, CHARLIE WILLIAMS and JOE MIFSUD to help HARRY MILLER get the job done.

MEL VENTURA and HERMAN WARD are new guards who have joined Captain BILL LAMBERT and his men in the very difficult and often thankless job of preserving security through the trying days of the changeover.

The deer hunting season has arrived again at Fort Knox and it seems that we now must pause to give some thought to comments previously made here about the Gold Vault Nimrods. Last year we heaped many kudos upon Lieutenant BILL BYERS and Guard EARL SHEPARD when they each bagged a deer in the first twenty minutes of the hunting season. We admired their prowess as deerstalkers and attributed their success to their excellent marksmanship. "A brilliant performance by a pair of modern-day Daniel Boones" was the way we reported it, but we may have overflattered just a trifle. Here is the current situation. The latest reports indicate that deer are so plentiful in this area that it is almost impossible to step into the woods without stumbling over a few. One hunter reported that he had to ask a buck to step back a few feet so he would have room to raise his rifle! The midnight shift at the Vault imparts the information that each morning a family of deer (a large buck and three does) appears at the perimeter fence, nibbles a few leaves, inspects the defenses, and, after an hour or two, strolls casually away. Therefore, dear readers, we are not certain whether this is news, but once again this year

We welcome the crew of men who man the machines day and night. They are the unsung heroes of the operation and we're glad to have them aboard. Important fork-lift operators who really keep the material moving in and out are DOYLE HOPKINS and WINFREE POINDEXTER. And the boys who sweat it out on the big annealing ovens, or have their ears pounded all day or night: LEON DECUIR, MELVIN HENDERSON, ALFRED HODGES, JOHN NELSON, ALFRED REED, BOOKER WORKMAN, GEORGE BROWN, JOHN EVISTON, ALEX GLENN, CORNELIUS GUNTZ, LEE JOHNSON and FRAN SHEPPARD. And a salute, finally, to a couple of our old employees who have switched jobs to get into the act: CARLO BOCCIGNONE and JOE McGUIRE. I trust no one has been omitted from this welcome. If so, it has not been intentional.

After saluting our newcomers, it is appropriate to give a nod to seven veteran Mintmen who completed their 30 years of service during 1964. These men are observing this activity with the feeling that it has all happened before. They are the survivors of two Mints and an Assay Office and now contemplate a rebirth which was thought fantastic only a few short months ago. The new members of the 30 Year Club include: JOHN BREKLE, Assistant Officer in Charge; RICHARD DELEE, Deposit Weigh Clerk; DONALD DWYER, Head of the Assay Division; BILL LAMBERT, Captain of the Guard; DENIS McLAUGHLIN, Physical Science Technician; MATT RILEY, Head, Cash and Deposits Division; and JIM SANGSTER, Physical Science Technician.

And we think the common question running through the mind of each of them at this point might be, "What next?"

# U. S. MEDALS BEAR IMPRINT OF HISTORY

A presidential election and inauguration summon special thoughts to the mind of a nation. They are events surrounded by emotion, prompting public and private introspection, poetic outpourings and promises of future betterment. What's more, they are events whose every heartbeat is recorded and preserved through the various communications media of an affluent nation. There is a silent recorder among these and one which has outdistanced in time almost every other media. It is the medal and its history is that of the country itself.

In the early years of our country's political history, medals were engraved as the occasion for them arose. With the exception of the Indian Peace medals, there were no distinct groupings such as we have today with our Secretary of the Treasury, Presidential and Commemorative series. Nor were employees of the Mint assigned to design and engrave the medals. Rather, artists outside the organization would be commissioned to do the work. During the past decade, Mint engravers have been recognized as artists in their own right and have been engaged in the creative as well as the mechanical aspects of medal-making.

Among the early medals of this country, 17 belong to the period of the Revolution, 27 to the War of 1812-15, four to the Mexican War and two to the Civil War. The men who received them were soldiers, doctors, philanthropists, statesmen and scientists. One went to Ulysses S. Grant, then a major-general, for victories, and another to Cornelius Vanderbilt in acknowledgment of his free gift of the steamship which bore his name. Dr. Kane was honored for his expedition to the Arctic Seas and George Peabody for his benevolence.

For the Nation, the medal held a message of appreciation and esteem; to the recipient it was a representation of the highest reward a man could receive; and in the eyes of the world, it held recognition of excellence in the individual.

There are numerous tales surrounding the various medals, but one is particularly timely in view of the upcoming presidential inauguration and related festivities--that of the Indian Peace medals.

This series dates back to the early colonial era when George II of England presented medals bearing his likeness to Indian Chiefs in recognition of their fealty to the Crown. Later, during the Revolutionary period, when friction between the new land and the old had finally reached the point of explosion, medals of both George II and George III that had been sent from England to the Indians were retrieved by American officials who issued in their place medals bearing the American Coat of Arms. This design was changed during the administration of President Washington, and for the next few years the medals given the Chiefs bore on one

side the likeness of Washington in uniform and bareheaded, standing facing an Indian Chief, who is smoking the pipe of peace. On the reverse of the medals, additional symbols of peace were usually found, such as two clasped hands, Indian and white.

When a treaty was made between the colonies and an Indian tribe or when an Indian Chief desired the recognition of the Great White Father, the head of a tribal unit was presented a medal. Indian Chiefs wore them around their necks and vied among themselves for the favor of the Great White Father.

In the Jeffersonian era, Lewis and Clark were given a number of medals bearing Thomas Jefferson's likeness to carry with them so that they could pacify as well as honor Indian Chiefs whom they might encounter while surveying the untamed western part of the country.

Thus, Indian Peace medals, as they were known for almost a hundred years, were struck during the administration of each succeeding President and bore his likeness. When the practice of giving medals to the Indians ceased, the series was continued as the Presidential series of today.

Hand in hand with the Presidential medal goes the Inaugural medal, although the history of the latter is not so easily discernible. According to an article in the Evening Star, Washington, D. C., dated Jan. 19, 1953, "The inaugural committee subcommittee on badges, whose function was to make the badges to identify members of the inaugural committees, gradually began to make the badges larger and more decorative until a separate commemorative inaugural medal evolved."

The earliest records of a committee on badges go back to the inauguration of James A. Garfield and Chester A. Arthur in 1881, though there were probably earlier badges.

The first inaugural medal made by the U.S. Mint was that of the William McKinley administration in 1897. No other assignment was made the Mint by the inaugural committee until the era of Woodrow Wilson. Since that time, the Mint has also engraved the Hoover medal, three of the four F. D. Roosevelt medals, and the Truman inaugural medal, which is the last to date. All other Inaugural medals have been contracted by the committee to private concerns.

The value of the medal, whether it be Presidential, Inaugural or commemorative, runs deeper than the engraving and goes beyond the honor which the moment of presentation lends the recipient or the occasion. The passing years have revealed in the medal a lasting--an almost indestructible--pictorial documentation of major occurrences in this country's history. From George Washington to Lyndon Johnson, John Paul Jones to Vice Admiral Hyman Rickover, the medal has held the characterization of a fact leaving all interpretation and judgment to posterity.

## AS WE WERE A'SAYING

NEW YORK

The Assay Office at New York welcomes the following persons: AUGUSTA BELFORD, JOHN DI-CAPIA, ROBERTA HUMM, JOSEPH METH, MANUEL MENDEZ, RUDOLF SCHOLZ, HAROLD SICKER and STEPHEN MOZELESKI. Welcome additions to the staff at the West Point Silver Depository include PAUL GLOVER and ALFRED HUNNELL.

Captain (Officer in Charge) ERNEST NEAL of the Silver Depository is rooting for plenty of rain in the near future. The woods are closed to hunters because of the drought, and if Ernie can't go hunting for deer, some of his guards will be eating fish instead of venison this winter.

VINCENT ASHEVILLE and his wife are completing their preparations for a trip to Mexico during December. They plan an enjoyable stay on the ranch of a close friend not far from Mexico City.

WALTER HASIY of the Accounting Division recently made the rounds with a box of cigars and candy. The occasion for the celebration was the arrival of Andrew Walter on Nov. 6. Congratulations, Walter and Nancy.

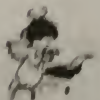
JOHN SYVARTH, long time employee of this office in the capacity of Guard, is in Beskman Hospital on the critical list. No visitors are allowed, but cards would be appreciated.

Congratulations to the following recipients of 30 year service pins: JOHN CAPICH, WILLIAM HUBEN, ELLEN KUSHINSKY, PAUL MAGUIRE, THOMAS McDEVITT, MICHAEL O'KEEFE and THOMAS SHERIDAN.

SAL RUSSO has returned to work after a bout with illness. We are happy to see him well again.

JOE PARAH's daughter Monica, age two and a half, has a new brother, Jeffrey Joseph, born on Aug. 16.

MIKE CUMMINS passed away suddenly on his way to work on Oct. 23. Mike was born in Ireland Sept. 5, 1900, and would have completed 30 years of service with this office on Jan. 12, 1965. He started as a Helper in the Melting Room, advancing to the position of Weigher. One of Mike's great loves was Soccer and he was an enthusiastic spectator whenever a game was played at Randall Island Stadium. The sympathy of Mike's friends and co-workers in the Mint is extended to his bereaved family.



Victoria Loufakis.....Co-editor  
Martha Reeves.....Co-editor

Allan Ward.....Denver Reporter  
John Grotty.....New York Reporter  
Donald Dwyer.....San Francisco Reporter  
Victor Barkin.....Fort Knox Reporter

Do you remember  
the story of the juggler? . . .

The juggler who wept because he felt he couldn't give religious offerings commensurate with his desire to share? He was saddened because he wanted so much to show his loyalty, his faith, his adoration. But he thought he could give nothing of sufficient value. "What can I give? I'm only a juggler."

One day, in his despondency, there was slowly revealed to him a tiny but dazzling idea. It grew and swelled and thundered till it filled his whole consciousness.

That night, when the church echoed with dark emptiness, the juggler walked hesitantly, humbly, to the altar.

There he gave the only gift he had to give: he juggled—reverently, tearfully, beautifully.

*And in all the universes that night there was no being on whom the mantle of blessing lay with such kindly benediction.*



Did you ever feel, like the juggler, that you had nothing of real worth to give at Christmas time? In actuality, you have the power to give the greatest gift of all--the gift of love. Then you will know the true warmth of Christmas.

Improvement in the Federal service is part of each employee's responsibility.

The Federal service can benefit as much from many small improvements as from a few major ones. Suggest and Save!

## PROFILE

# VICTOR H. HARKIN

"I have never been in such a polite and courteous Army--they let me go in first...Twas a far cry from the early stages of my army career, which was started behind a desk. I always thought that the most startling thing I'd ever utter in this war was 'make six carbon copies.' You can imagine my surprise when I heard myself saying 'Fix bayonets--let's go!' We went. I landed on 'D' Day, early in the initial assault and it was no picnic. I'll never forget the first two days on the beach--the only people that didn't say any prayers were those that didn't know any, but there were a lot of converts made in a hurry..."

It was indeed a trying period in the life of the then payroll clerk and timekeeper of the Philadelphia Mint, but the humor and optimism which rang through the letter he wrote on that French battlefield in 1944 were as typical of the man as were his accomplishments of the day.

"All and all", the narrative continues, "we made a nice landing. We had a few casualties, but not many. All my officers got in okay. I had six men recommended for decorations and dozens of others did splendid jobs."

Victor H. Harkin entered the war as an Army private after being rejected by the Navy because he was too thin. At the close of the war he held the rank of major, as well as the Unit Citation, the Croix de Guerre with Palm, the Bronze Arrowhead and two Battle Stars. Nor is he any longer a Payroll Clerk at the Philadelphia Mint, but has headed since 1961 the Gold Bullion Depository at Fort Knox.

His many friends at Philadelphia remember him well and some still hold the image of a young payroll clerk in 1934 who, on the side, was entrusted with the responsibility of unearthing the personal and humorous facts about the people of the Mint. He was an excellent reporter, displaying quite a flare for finding that which was extraordinary or humorous in incidents which appeared on the surface to be typical. One item, which was not the product of Harkin's reporting, appeared in the Philadelphia newsletter of October 1936. The article announced "the marriage of our most estimable employee Victor H. Harkin to Miss Dorothy Teresa Newton on Wednesday, October 15, 1936".

Born on Feb. 8, 1908, in Pleasantville, N. J., Harkin was one of a family of eight. At the very early age of approximately three months, he and his family moved to Philadelphia, Pa., and he was later educated in the parochial schools of that city.

His life has been devoted to government service, both civilian and military, and it is a testimonial to the man that he was able to excel in both.

He served at the Lakehurst Naval Air Station, the Philadelphia Arsenal and the Middletown Air Station from 1928 to 1935, at which time he entered the Mint Service. He was drafted in the Army in May 1942 as a private receiving his commission as 2nd Lieutenant in January 1943, after a tenure at the Officer's Candidate School at Mississippi State College. From that time he proceeded steadily up the ladder being promoted to 1st Lieutenant in May 1943 and to the rank of Captain on March 18, 1944, on the very day his daughter Patricia was born. After his discharge from active duty at the close of the war, he continued in the Reserves and retired last year with the rank of Lieutenant Colonel.

In civilian life, too, Harkin climbed steadily from a payroll job to the position of Assistant Head of the Accounting Division of the Philadelphia Mint before finally assuming the trust of this country's vast gold reserve.

A former co-worker at the Mint, Betty Schoenek, now Administrative Assistant in the Coining Division, recalls "Vic's love of fine restaurants, good theater and baseball". Mrs. Ann S. Philippi, Head of the Cash and Deposits Division at Philadelphia, remembers vividly the inquisitive, self-appointed journalist. And everyone, from his closest friends to mere acquaintances, is left with the memory of his sharp sense of humor.

The Officer in Charge, however, does not have a monopoly on the talent and wit of the Harkin family. His sister Kathryn is a TV actress, danced at one time with the New York Rockettes, and also earned a dancing role in the hit musical "Pajama Game". She is married to Actor-Painter Zero Mostel, who was lauded in a recent Life magazine article for his superb performance in "Fiddler on the Roof". The same article contained the following colorful description of Harkin's sister Kate: "...one of the few people on earth who can stand toe to toe with him (Mostel)...exchange insults and win on points. She can also play the piano better than he can, and some say she sings better."

Moreover, Harkin's daughter Patricia, who is also a gifted singer, is now completing a four-year course of study at the University of Kentucky in only three years.

# PEAK PRODUCTION

## DENVER

Since the last issue of the OBSERVER, summer has slipped by, and with it, the tourists--at least, the majority. However, owing to our continued good weather, we had 8,391 visitors during October.

On Sept. 8 we had a surprise visit from now-retired RICHARD MERRILL, Assistant Assayer (1944-58) and Assayer (1958-62). Mr. and Mrs. Merrill now live in New Jersey, having chosen that state to be near their daughter and her family.

Miss EVA ADAMS had the pleasure of meeting her sister, Mrs. Alice Herstine, in Denver on Sept. 11. They and Mrs. FERN V. MILLER drove to Boulder that evening to attend the annual banquet of the Federation of Jane Jefferson Clubs. Miss Adams was the speaker at the meeting.

Recent visitors to the Denver Mint included: Professor H. S. ADAL, Chairman of the Turkish Civil Service; Messrs. BRIDGES and PONZINI of the San Francisco Assay Office; Senor CARLOS F. MARTINEZ, Director de la Casa de Moneda, Mexico, accompanied by his staff; and Messrs. LARSON, LORD and KOZLOWSKI, internal auditors from the Office of the Director.

The Denver Federal Executive Board, at their October meeting and luncheon, hosted Mrs. United States Savings Bond, 1964. This lovely lady, Mrs. Adaline Lieberg of Pocatello, Idaho, once a finalist in the Mrs. America contest, handed out Treasury Department awards to those Government agencies with a sustained 90+% participation in the Payroll Savings Plan. Pres-

ent to receive the citation for the Denver Mint were FERN V. MILLER and J.J. McLAUGHLIN.

With the fertile ideas of the Mint staff and the ingenuity and wherewithal of the General Services Administration, the Mint building and grounds are "blossoming" with acquisitions and improvements. On the grounds, we have a new canopy (put up late last August) which stretches from the side entrance of the building to the iron fence. Underneath this covering are five eight-foot benches with concrete bases and redwood backs and seats--all for the benefit of our tour visitors. Also, many renovations have been made to the old Tramway building in order to accommodate the new coin presses. The most amazing and rewarding job done, however, is the renovation of the shower and locker room. Brown and beige ceramic tile covers both the floor and walls, and all the equipment is new.

We finally managed to get together all members of the Denver Mint Pistol Team in order that the Superintendent could present to them the Director's Trophy which they won last June. LOUIS RHOADS, Mint photographer, took a very good picture of the group--which later appeared in both Denver newspapers.

The Superintendent presented to the following employees the 30 year service pin: MARK BURKGREN, JOHN JAMIESON, WILLIAM JOHNSON, J. J. McLAUGHLIN, VERN OWEN, GORDON PORTER and LOUIS RHOADS. She also had the pleasure of presenting the Albert Gallatin award to CECIL T. GRAY (Assay), COLLIN T. LASCY (Coining), and ALVIN G. SWANSON (Coining).



# HAPPY HOLIDAYS



HARKIN

From Page 7

Harkin's wonderfully diverse experience has provided an excellent foundation for his current role in the Mint. Both in the military and in civilian life he has had to deal with the technical and the administrative facets of a job and he has had the privilege of rubbing shoulders with personalities in and out of uniform and on and off the stage. As Officer in Charge, he is responsible for coordinating and directing all the activities of an institution staffing approximately 35 people and housing roughly \$12 billion of the nation's gold reserve. He must delve into the fields of finance, management, public relations and personnel.

All this is a far cry from his early days as an Army private and timekeeper; yet there is still that which provides a refreshing and very direct link with the past. Every two or three months, the Officer in Charge dons arm band and eye shield and with the ease of a veteran reporter, flashes the latest news bulletins from Fort Knox to a very anticipant Mint OBSERVER staff in Washington.

It is a shame, as an old Philadelphia friend reflected recently, that Vic could not have written his own story.

## DENVER ADDITION NEARING COMPLETION

## TRAMWAY BUILDING RENOVATED

Adjacent to the Denver Mint is an old red brick building which is commonly called the Tramway Building. Formerly this was a power station for the Tramway Streetcar Company. The edifice had no roof and for many years was in a condemned status. Nevertheless, it made an attractive nesting place for pigeons and recently had come to be known as the birdhouse. Due to the urgent need for space to house coining presses, particularly the extra heavy presses from the Department of Defense which probably could not be accommodated on the present Mint floors, it was decided to renovate the building. Accordingly, the General Services Administration undertook this job on a crash basis. The agency dug out the old flooring and put in six-foot cement floors with reinforcement rods to hold the existing walls together. GSA also painted the entire building and connected it onto the Mint by means of an enclosed ramp. A new roof was added and heat, plumbing and electricity installed. Currently the building contains one press and will be replete with presses within the next two-week period.

Developments in the "crash" program over the past months, such as the renovation described above, point favorably toward the production of 6 billion pieces in fiscal 1965 and an additional increase to a rate of 9 billion by June 1965.

The old refinery at Denver has been cleared of refinery equipment and remodeled and is also ready for new coining presses. A survey conducted by GSA engineers revealed that the floor could carry the weight of 19 presses.

Furthermore, the new addition to the Denver Mint will be completed about the middle of January. Already the basement part of this addition is being used for much needed storage space for blanks, coils and scrap.

Because of the need for more space to handle the increased flow of materials, the big gold vault at Denver was recently emptied of its contents and GSA is now in the process of arranging for a contract to open up the compartment to receive material handling equipment such as fork-lift trucks.

Twenty-five additional presses are anticipated in Denver by the end of January. In addition, Denver will receive 8 more presses, bringing that office to a total press capacity of 66, compared to 29 presses at the beginning of this program.

As more coining presses are delivered to Denver, the role of the San Francisco Assay Office will become even more important to the crash program. During these fall months, the

San Francisco operation has contributed greatly to the increased nickel production. Space in the Assay Office was made available to the Bureau of the Mint by the General Services Administration on a crash basis. GSA readied space for the installation of blanking presses and annealing and cleaning lines in September. The blanking operation began on September 28, two days ahead of the established deadline. All 16 of the blanking presses are in operation around the clock, seven days a week.

Philadelphia also has been working round the clock, seven days a week, producing domestic coins as well as completing the orders for 1964 proof coins and making medals and dies for the greatly increased coinage program. The Philadelphia Mint is now completing all of the proof coin operations and will soon start removing the proof coin equipment to make way for the expanded domestic coinage program.

Philadelphia is expected to receive 24 additional presses which will bring its total to 57 as compared to 31 at the beginning of the program. Other supporting equipment such as annealing and cleaning lines, blanking presses and machine tools are on order and will be arriving at both Denver and Philadelphia in the next several months in order that full utilization may be made of the presses as they are placed into operation.

## FORT KNOX

From Page 4

BILL BYERS and EARL SHEPARD marched into the woods and bagged a deer before the sun had fully risen. This is an accomplishment??

While on the subject of hunters we would like to point out some very obvious facts. A squirrel is considerably smaller than a deer. A squirrel can hide in a hole. A squirrel can climb trees. Shooting a squirrel out of a tree 150 yards away is more difficult than shooting a deer in a phone booth. On this basis we would like to pay tribute this year to FOWLER CRAIN, the squirrel hunter of the year. We have not actually seen Fowler's haul but the rumor is that in one hour he shot enough squirrels to make a fur coat for Jackie Gleason.

The Fort Knox news for this edition seems to be limited to two subjects--hunting and grandfathers. Therefore, it was not surprising when one hour before we went to press, we received a call from AL EVANS, former Officer in Charge of Fort Knox, informing us that his daughter Susanne had given birth to a girl--Leslie Anne Hearnes. Incidentally, Susanne's husband is the nephew of the newly-elected Governor of Missouri, Warren Hearnes.

## PLUS & MINUS

Congratulations to Frederick W. Tate, Assistant Director of the Mint; Philip B. Neisser, Technical Consultant to the Director; and Sidney F. Carwile, Management Analysis Officer. The three Mint officials were honored several months ago at the First Annual Treasury Awards Ceremony. Secretary Douglas Dillon presented the Exceptional Service Award to Tate citing him for his competent leadership and exemplary aptitude for achieving highly effective and economical operations. Neisser and Carwile each received a Meritorious Service Award for their roles in the Mint "crash" program.

LINDA CHANEY, ROGER REED's right-hand-girl, became MRS. JOHN SAVIA in an evening ceremony on Oct. 9, 1964. She was the guest of honor at a luncheon shower given by the women of the Office of the Director at the Occidental Restaurant on Oct. 8. Linda recently received a step increase in recognition of her sustained high quality performance on the job.

Newcomers to the Office of the Director include JIM McNEIL, a graduate accountant from George Washington University; STANLEY KAPLAN, a lawyer-accountant who was graduated from the University of Miami undergraduate and Law Schools; MARY CLIFTON, whose stenographic

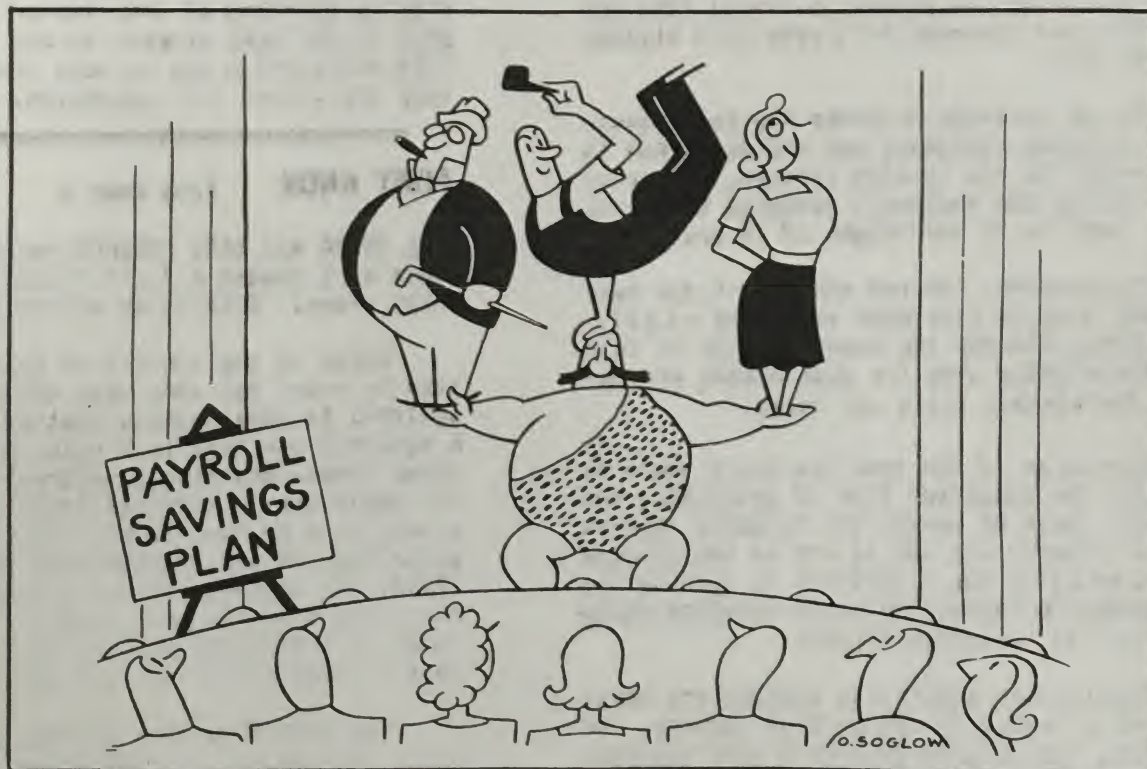
## WASHINGTON

skills are being put to good use in the Technical Division; and KENNETH PORTEOUS, a Consultant employed to assist us in utilizing to best advantage the automatic data processing equipment at the Philadelphia Mint.

BOB BRIDGES and DINO PONZINI stopped in en route to their home office in San Francisco from a visit to the Philadelphia Mint. Mr. and Mrs. JOSEPH J. BIELA have the distinction of being the first visitors we have ever had from the West Point Silver Depository. Their visit was made as a side-trip as they traveled to this area to bring their son home from school for the Christmas holidays.

In Washington for a Personnel Conference in connection with the Wage Study completed this month (see p. 1), were: ALLEN H. TIMMONS and GRACE E. MILLER of the Philadelphia Mint; WILLIAM A. MANNING of the Denver Mint; BENJAMIN OBERST of the New York Assay Office; and RODERIC G. SYMONDS of the San Francisco Assay Office.

Shortly after his entrance on duty in the Mint, STAN KAPLAN was admitted to the Bar in the State of Florida, and made the trip to Miami to attend the swearing-in ceremony.



\* HOPE YOU HAVE THE HAPPIEST HOLIDAY EVER \*

**I**his New Year, mend a quarrel. Seek out  
a forgotten friend. Dismiss suspicion,  
and replace it with trust. Write a  
love letter. Share some treasure. Give a  
soft answer. Encourage youth.  
Manifest your loyalty in word and  
deed. Keep a promise. Find the time. Forgo  
a grudge. Forgive an enemy. Listen.  
Apologize if you were wrong. Try to  
understand. Flout envy. Examine your demands  
on others. Think first of someone else.  
Appreciate. Be kind; be gentle. Laugh a  
little. Laugh a little more. Deserve  
confidence. Take up arms against malice.  
Decry complacency. Express your gratitude.  
Go to church. Welcome a stranger.  
Gladden the heart of a child. Take pleasure  
in the beauty and wonder of the earth.  
Speak your love. Speak it again.  
Speak it still once again.



# The Mint OBSERVER



Volume II

June 1965

Number 3

SILVER ACT PENDING



Le Pelley

'You're not losing a silver daughter, you're gaining  
a copper-cupro-nickel-alloy-sandwich-coin son'

(Reprinted from THE CHRISTIAN SCIENCE MONITOR)

--See STORY Page 3

# PRESIDENT ORDERS RETIREMENT STUDY

President Johnson has appointed Cabinet members to a special committee to study and recommend possible changes and further improvements in the retirement programs for civilian and military personnel, and report to him by Dec. 1, 1965.

"I request that the whole structure of our retirement policies be reviewed as to objectives, coverage of both civilian and uniformed personnel, benefit patterns, financial soundness, and overall consistency," the President said in a memorandum to Cabinet members.

He noted that the last such study was made in 1954 and that since then numerous adjustments have been made in Federal programs.

The President told the committee to consult with representatives of employee organizations, obtain advice from technical experts in and out of Government and consider the views of all those with an interest in and the competence to contribute to such a study.

He also asked the temporary Cabinet Committee on Federal Staff Retirement Systems, chaired by the Director of the Bureau of the Budget, to examine survivor benefits available under the various retirement plans in relation to similar survivor benefits provided under social security, Government life insurance and other disability, death and survivorship programs.

## WAGE BOARD EMPLOYEES APPEALS POLICY OUTLINED

The Bureau of the Mint has formulated policies and procedures under which wage board employees may appeal the classification of their jobs. Types of classification actions which may be appealed under these procedures include: title, code, grade, pay level and/or wage rate, correctness of job description, and application of standards or any other evaluation material used to classify the job in question.

The channels through which an employee's appeal must pass are as follows: immediate supervisor; division head; head of office; and Director of the Mint. When an employee's appeal involves grade, pay level and/or wage rate and he is not satisfied with the written decision of the Director of the Mint, he may then appeal the decision further to the Treasury Department Wage Board.

Mint Personnel Procedures Letter No. 53, dated June 7, 1965, contains detailed explanations of the procedures to be followed

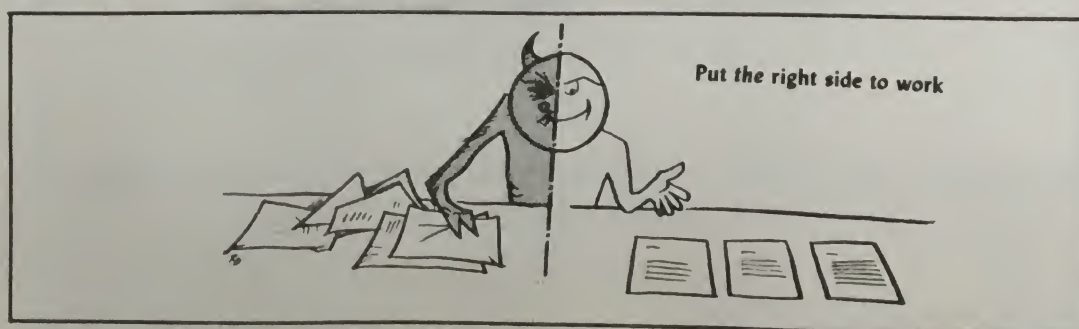
Mint Personnel Procedures Letter No. 53, dated June 7, 1965, contains detailed explanations of the procedures to be followed in appealing the classification of a wage board job. The letter may be obtained in the Personnel Office.

## TO AUDIT BUREAU IN '65 CSC INSPECTING FIELD

The Civil Service Commission is now conducting a comprehensive inspection of the personnel programs in the field service of the Bureau of the Mint. Early in the second quarter of fiscal year 1966, following the completion of inspections at the field level, the CSC inspectors will conclude their evaluation with an inspection in the Office of the Director.

Coverage of the inspection includes general emphasis on evaluating the results of management actions in planning for, getting, using, and, when necessary, losing the manpower involved in carrying out the mission of the specific institution. Special attention is given to checking the effectiveness of certain programs, such as Incentive Awards and Equal Employment Opportunity, and to investigating certain problem areas, such as grade escalation and unnecessary duplication of work.

Inspections have been completed at the Philadelphia Mint by the Civil Service Commission and at the San Francisco Assay Office by the Treasury Office of Personnel. The CSC inspection of the New York Assay Office is now in progress and a similar review is scheduled for the Denver Mint before the end of September.



## PRODUCTION SCHEDULE FOR 1965-66 OUTLINED

## NEW ALLOY UNDER DEBATE IN CONGRESS

"We should not hesitate to change our coinage to meet new and growing needs. I am, therefore, proposing certain changes in our coinage system--changes dictated by need--which will help Americans to carry out their daily transactions in the most efficient way possible."

With these opening comments, President Johnson early in June introduced to Congress the most revolutionary coinage bill since the establishment of the Mint in 1792. "Silver," said the President, "is becoming too scarce for continued large scale use in coins. To maintain unchanged our high silver coinage in the face of this stark reality would only invite a chronic and growing scarcity of coins."

Treasury Department officials, including Secretary of the Treasury Henry Fowler, Assistant Secretary Robert Wallace, Director of the Mint Eva Adams and Assistant Director Frederick Tate, testified on June 4, 7 and 9 at hearings of the House and Senate Banking and Currency Committees.

The Senate Committee elected to send the bill to Congress relatively unchanged; the House group, however, proposed a number of significant alterations, one of which called for a cupro-nickel-clad half dollar instead of the silver-clad fifty-cent piece stipulated in the bill.

No change is proposed under the new bill for either the penny or the nickel. However, the bill calls for a new dime, quarter and half dollar. The new dime and quarter, while remaining the same size and design as the present dime and quarter, will be composite coins. They will have faces of the same copper-nickel alloy used in our present five cent piece, bonded to a core of pure copper. Outwardly they will resemble the nickel, except in size and design, but with the further distinction that their copper core will give them a copper-colored edge.

Our proposed new half dollar will be nearly indistinguishable in appearance from the present half dollar. It will continue to be made of silver and copper, but like the dime and quarter it will become a composite coin with the silver content reduced from 90 percent to 40 percent. It will be faced with an alloy of 80 percent silver and 20 percent copper bonded to a core of 21 percent silver and 79 percent copper.

These types of coins were selected because they alone, among all practical alternatives, can be used together with our existing

silver coins in the millions of coin operated devices that Americans now depend upon heavily for many kinds of food and other goods.

"The legislation I am proposing," stressed the President, "expressly recognizes the new coins as legal tender. I want to make it absolutely clear that these changes in our coinage will have no effect on the purchasing power of our coin. The new ones will be exchanged at full face value for the paper currency of the United States. They will be accepted by the Treasury and by the Federal Reserve Banks for any of the financial obligations of the United States." The President further requested authority for the Secretary of the Treasury (1) to institute control of the melting and export of coins to effect the protection of our existing and our new silver coinage; (2) to purchase domestically mined silver at \$1.25 per ounce; (3) to sell silver at \$1.29 per ounce; (4) to temporarily reactivate minting operations at the San Francisco Assay Office; (5) to negotiate contracts for the procurement of materials, equipment and facilities related to the new coinage; and (6) to head a joint commission on the coinage composed of certain members of the Congress, the public and the executive branch of the Government to report to him the progress made in the installation of the new coinage, to review new technological developments and to suggest any further modifications which may be necessary.

"For the past year we have been in a 'Crash Program'. It is my firm conviction that the success of this program is due to the relentless, daily efforts of many mint employees in Washington and the field offices in acquiring the necessary equipment, facilities and the rolled strip from industry for production of coins."

Even though the legislation has not yet been passed, Mint officials are moving ahead in making preparations to produce the new alloy coins. For awhile it will be necessary for the Mint to produce all denominations in their present alloy as well as the new alloy coins.

On June 11, the Director submitted to the Secretary the coinage program for fiscal year 1966. Her letter of transmittal stated, in part, as follows: "In June 1964 the Treasury announced a crash program in coinage production beginning in July 1965. In terms of weight, the Mint produced 31,860 tons of coins in fiscal year 1965.

See Page 4

## SILVER

From Page 3

"The estimated production program for fiscal year 1966 calls for the production of 52,741 tons of coins.

"In pieces, we are shifting from pennies, the easiest denomination to make, to the other coins. The following is a comparison of 1965 with the estimated program for 1966:

## Fiscal Year 1965

|       | Billions<br>of Pieces | Percent<br>of Total |
|-------|-----------------------|---------------------|
| 1¢    | 3.780                 | 52                  |
| 5¢    | 1.573                 | 22                  |
| 10¢   | 1.020                 | 14                  |
| 25¢   | .691                  | 9                   |
| 50¢   | .193                  | 3                   |
| Total | <u>7.257</u>          | <u>100</u>          |

## Fiscal Year 1966

|       | Billions<br>of Pieces | Percent<br>of Total |
|-------|-----------------------|---------------------|
| 1¢    | 2.775                 | 25                  |
| 5¢    | 2.700                 | 24                  |
| 10¢   | 2.530                 | 22                  |
| 25¢   | 2.985                 | 27                  |
| 50¢   | .208                  | 2                   |
| Total | <u>11.198</u>         | <u>100</u>          |

Miss Adams and Mr. Tate and Management Analysis Officer Sidney Carwile met on June 14 with Secretary Fowler, Under Secretary Joseph Barr, Under Secretary for Monetary Affairs Frederick Deming, Mr. Wallace, Acting General Counsel Fred Smith and Special Assistant to the Secretary William Decker. The group reviewed in detail the entire program for fiscal year 1966. The Secretary approved this program as well as the tentative proposals for 1967, and offered the full support of his office and staff in seeing that the program is implemented.

ESTIMATED COINAGE PROGRAM  
FISCAL YEAR 1966

|                           | In Billions of Pieces |       |       |      |      |       |           |       |      |       |                |
|---------------------------|-----------------------|-------|-------|------|------|-------|-----------|-------|------|-------|----------------|
|                           | PRESENT ALLOY         |       |       |      |      |       | NEW ALLOY |       |      |       | Grand<br>Total |
|                           | 1¢                    | 5¢    | 10¢   | 25¢  | 50¢  | Total | 10¢       | 25¢   | 50¢  | Total |                |
| <u>1965</u>               |                       |       |       |      |      |       |           |       |      |       |                |
| July                      | .265                  | .225  | .100  | .070 | .008 | .668  | --        | --    | --   | --    | .668           |
| August                    | .310                  | .225  | .100  | .100 | .010 | .745  | --        | .027  | --   | .027  | .772           |
| September                 | .350                  | .225  | .100  | .100 | .010 | .785  | --        | .042  | --   | .042  | .827           |
| October                   | .170                  | .225  | .100  | .100 | .010 | .605  | --        | .149  | .010 | .159  | .764           |
| November                  | .220                  | .225  | .100  | .100 | .010 | .655  | --        | .155  | .010 | .165  | .820           |
| December                  | .200                  | .225  | .100  | .100 | .010 | .635  | --        | .162  | .010 | .172  | .807           |
| Total July-Dec.<br>1965   | 1.515                 | 1.350 | .600  | .570 | .058 | 4.093 | --        | .535  | .030 | .565  | 4.658          |
| <u>1966</u>               |                       |       |       |      |      |       |           |       |      |       |                |
| January                   | .200                  | .225  | .100  | --   | .010 | .535  | .090      | .216  | .010 | .316  | .851           |
| February                  | .200                  | .225  | .100  | --   | .010 | .535  | .150      | .272  | .010 | .432  | .967           |
| March                     | .260                  | .225  | .100  | --   | .010 | .595  | .240      | .342  | .010 | .592  | 1.187          |
| April                     | .260                  | .225  | .100  | --   | .010 | .595  | .240      | .342  | .010 | .592  | 1.187          |
| May                       | .260                  | .225  | --    | --   | --   | .485  | .340      | .342  | .020 | .702  | 1.187          |
| June                      | .080                  | .225  | --    | --   | --   | .305  | .470      | .366  | .020 | .856  | 1.161          |
| Total Jan.-June<br>1966   | 1.260                 | 1.350 | .400  | --   | .040 | 3.050 | 1.530     | 1.880 | .080 | 3.490 | 6.540          |
| Total Fiscal Year<br>1966 | 2.775                 | 2.700 | 1.000 | .570 | .098 | 7.143 | 1.530     | 2.415 | .110 | 4.055 | 11.198         |

# PROFILE

## MARY C. SALISBURY

Much of our national history is to be found in the development of our two major political parties -- much of it written behind the doors of our national committees' offices. The obvious -- candidates, dates, issues -- are now record. The subtleties of campaign and personality have made excellent topics for speculation through the years. But a look from the outside, despite its length or precision, rarely captures an image long enough to lend it permanence--rarely enfolds the reality needed to render the events livable and the characters fallible in their roles. History, except when you are a part of it, falls into place as a series of names, dates and pertinent facts, all of which appear to be in a world apart, seemingly never a part of a real world.

For this reason, it is both stimulating and refreshing to hear a story told by one who played a role in the history-making process. In the case of Mary C. Salisbury, currently the Special Assistant to the Director of the Mint, that story consists of 33 grueling, tension-filled, fatiguingly delightful years in the Office of the Treasurer of the Democratic National Committee. Its beginning is a formidable one occurring at the close of a decade few of us are permitted to forget. James W. Gerard, then Party Treasurer and a former Ambassador to Germany, was in need of a receptionist and, through an intervening relative, Mrs. Salisbury secured the position.

The year was 1928. Al Smith charmed the nation but Herbert Hoover won the spoils -- a people in depression. For our part, the campaign nucleus in that election year was a small office on Broadway where a wide-eyed receptionist was receiving her baptism in politics. As the New York crowds poured into her office, she listened patiently as they told of their association, however minor, with the popular Democratic candidate, and as they left she collected the tokens of their support. The election returns are history now, but she remembers still the mood which pervaded the group that gathered that night to hear the results. The candidate and his wife were celebrating their wedding anniversary, and for a while, this seemed to hold precedence over the looming reality which was to come.

Mrs. Salisbury moved with her superior to the latter's law offices after the defeat, and for the next four years worked on the collection of funds to make up the 1928 deficit. Intrigue filtered through the 1932 pre-convention proceedings, prompting the resignation of Gerard as Treasurer and the shifting of his sympathies to newcomer Franklin D. Roosevelt.

Gerard recommended his assistant to his successor Frank C. Walker, who, along with Chairman James A. Farley, appointed her on

Aug. 1, 1933, Comptroller of the Democratic National Committee. The new Comptroller thus plunged into a 28-year, 24-hour-a-day career of controlling and overseeing the disbursement of funds within the Democratic Party, handling the weekly payroll of committee employees and maintaining accurate, detailed records of every minute monetary transaction in which the Committee was involved. She was to serve under 10 chairmen, 13 treasurers and 5 presidents.

"Working for the committee," explains Mrs. Salisbury, "was like teaching school. Every four years you had a new staff--a staff which had to be trained from scratch in the procedures and policies of the office. No sooner would they become proficient in their work than the election would be over and your students gone."

The tremendous turnover of committee personnel, not only during elections but in the interim as well, necessitated a weekly payroll, further complicating an already exacting group of responsibilities. Mrs. Salisbury had to assure that there were always sufficient funds on hand to pay the employees, some of whom would remain less than a month, that there was enough money in the bank to cover the many checks that were written and that she was not caught short of funds should the check of an overenthusiastic contributor bounce. In addition to quarterly reports, she was required to prepare for the Treasurer a report 10 to 15 days before the election containing the exact financial position of the committee at that time and a similar report the fifth day before the election.

Her meticulous recordkeeping drew praise from an incredulous political science professor who walked into her office one day to tell her that her reporting left nothing to be desired by an agency. The professor had been conducting extensive research in the allocation of campaign funds by various segments of the business and social communities.

Many a time it was necessary to raise a huge sum to pay for several minutes of broadcast time. The money had to be paid the station before the candidate went on the air. As the funds were not in most cases readily available, the only recourse would be to canvas the state and local organizations, wait nervously through the night as the funds trickled in, and stand before the bank at dawn in order to cover the check. For 28 years she co-signed every check that passed through the committee. A prominent bank president with whom the party dealt once paid her a supreme tribute by saying that he never looked past her signature on a check.

See Page 6

Cooperation is a wonderful thing. Even freckles would make a nice tan if they could get together.

## EQUAL EMPLOYMENT

## PRESIDENT URGES FURTHER ACTION

Speaking to his cabinet recently, President Johnson stated his determination that advancements in equal employment opportunities be made on all fronts during his administration. He said he intended that every office and every employee of the Government of the United States provide "equal treatment, equal respect, equal service, and equal support... for all American citizens... Regional custom, local tradition, personal prejudice or predilection," he continued, "are no excuses, no justification, no defense in this regard."

To demonstrate its concurrence with President Johnson in this endeavor, the Treasury Department plans to concentrate on the follow-

ing aspects of the Equal Opportunity Program: (1) ending de facto segregation by assuring qualified Negro employees in offices where there are none; (2) continuing progress in those offices which have only one or two Negro employees. What was once considered an advance may now be looked upon as "tokenism"; and (3) making greater progress in the promotion and hiring of able Negroes in both the staff and the higher level positions.

Secretary Fowler has requested the full and personal concern of every employee in striving for progress in this program.

## SALISBURY

From Page 5

Her first important convention role was played in 1936 in Philadelphia, where she was assigned responsibility for the distribution of tickets and badges to the delegates of the various states. This was no mean task as convention crashers found this the most attractive method of filtering into the convention hall.

The offices of committee chairman and treasurer changed hands many times during these years but FDR remained in solid command of his party's leadership. His last convention, at which he received the nomination for the fourth consecutive time, took place in 1944 in Chicago, Illinois, and Mrs. Salisbury once more assumed her responsibility of furnishing tickets to the delegates.

Immediately following the convention, however, she left politics behind long enough to fly to Seattle, Washington, to become the wife of Joseph G. Zirkle, then in Seattle working on a land acquisition project for the Navy. This constituted the second marriage for Mrs. Salisbury, her former husband Henry A. Salisbury having died in 1941. In April 1960, she resumed the name Salisbury by court order.

The honeymoon was shortlived; for the 1944 campaign was now in progress, funds were needed to keep the mothers running and a new staff was waiting to be trained. Mrs. Salisbury recalls how one lost all concept of time while working for the committee. "There was never thought of a regular lunch or dinner hour or of an established quitting hour. One merely worked from one goal or crisis or deadline to another.

"I loved the job," Mrs. Salisbury reminisces, "and I was very devoted to the whole of it, not just to a particular candidate. I was interested in having a continuity of records that would withstand any kind of investigation."

Shortly after the 1944 victory, the President and First Lady honored Mrs. Salisbury

and other high committee officials at a White House reception. Roosevelt had now occupied the White House for three terms and the phrase "12 long years" had become a trademark of his administration. The phrase rang through newspaper and magazine articles, commentaries on radio and even turned up frequently in everyday conversation. Thus, when Mrs. Salisbury was introduced to the President as having worked for the committee 16 years, the President immediately gestured for silence, "Shhh," he said, "never admit to more than 12."

The Truman era followed the Roosevelt and as election followed election, Mrs. Salisbury continued to perfect her work methods and organization. During one campaign, she put aside a small sum during each pay period so that after the election, committee employees were surprised with a modest bonus.

Daily she made the acquaintance of famous personalities, watching their stars rise, then fade from sight. She saw not only the confident public attitudes of men such as Adlai Stevenson, but also their private expressions of surprise and gratitude at the sight of a newly-arrived stack of correspondence and contributions supporting them.

The party which Mrs. Salisbury left in 1961 bore little resemblance to the one she had entered in 1928. It had grown tremendously, to the point that its work was being supplemented by other national organizations. Its finances were in a healthier state than at any other previous point in its history. What is more, an air of youthfulness and confidence permeated the party such as it had never before known. The 1960 campaign, unlike that of 1928, brought the Democrats to the White House and President John F. Kennedy appointed Mrs. Salisbury to her present Mint position shortly thereafter.

After all the years, it is fitting that her political career came to an end in an atmosphere of victory. But most important, in retrospect, is the fact that for 33 years she had been part of the moment.

## MINTS MOVE TO AUTOMATE RECORD-KEEPING

Automation of record-keeping processes has been introduced to the Accounting Divisions of the Philadelphia and Denver Mints. Accounting personnel from both offices have been undergoing rigorous training in order to acquaint themselves with the IBM equipment and the data processing system under which they will be operating.

In Philadelphia the same equipment is being used under the new program as was used to process orders for proof coin and uncirculated coin before the discontinuance of those operations. It has been necessary, however, to coordinate the machines under another system in order to permit the feeding in of the new and diverse accounting material. Kenneth A. Porteous was appointed as a Consultant at the close of 1964 to develop a system which would enable accounting personnel to extract the greatest amount of material from the equipment in the shortest possible time.

Working with Albert Norman, the overall coordinator of the program, and Frank Greenhalgh, the head of the Automatic Data Processing Division, Porteous succeeded in converting the following manual systems at the Philadelphia Mint to punch card methods: (1) data relating to the employees' hourly rates of pay, leave status, payroll deductions and personnel statistics; (2) daily recording of Attendance and Leave; (3) daily recording of the cost centers and cost account distribution of labor; (4) bi-weekly compilation of hours and

dollars for payroll and other purposes; (5) the compilation of bi-weekly payrolls up to the point of preparing payroll check requests in punched card form for the Disbursing Officer; and (6) monthly compilation of cost reports.

The IBM equipment in Denver will be installed and in operation by next month. "It is anticipated," says Norman, "that the system at Denver will have reached Philadelphia's capacity within three months after the operation begins." The operation in Denver will be managed by newly-appointed EAM Project Planner William Krawczyk, Jr.

According to Norman, any estimate of savings in time and money would be premature at this time. "What is striking even at this stage," he continues, "is the tremendous improvement in the accuracy of the reporting. Everything balances daily."

The coordinator proceeded to explain that once the system is perfected, sudden increases in workload would present little difficulty as the machines could be easily adjusted to meet the new demands.

In the near future, record-keeping for stores will be added to this equipment. This will expedite the requisitioning, ordering and controlling of stores items and will facilitate the compilation of stores information for cost purposes.

## JOBS SOUGHT FOR U.S. YOUTH

Two million young Americans between the ages of 16 and 21 will soon be looking for work. The post-war crop of the late 1940's is moving into the labor force this year. Some of these young people will be looking for summer jobs so they can earn the money to return to school in the fall. Others will be taking the first step toward becoming independent and self-sufficient in their work life.

In order to combat this serious situation President Johnson has announced the Youth Opportunity Program for this summer. The campaign calls for the mobilization of public and private efforts to meet our crucial youth employment problem.

The Bureau of the Mint has pledged to support the President's program by providing extra work and training opportunities for young Americans such as these. Fifteen jobs, representing an increase of more than 1% of our total employment, have been set aside to be filled by these youths. The extent to which the Mint has committed itself is indicative of our conviction that each and every one of us will be the beneficiary of this program. It is a very short-sighted employer who does not realize that our stake in tomorrow rests with our youth of today.

## Retarded Program Progresses Well

President Johnson has acknowledged substantial progress during the first year of a program that opened certain Federal jobs to mentally retarded but occupationally qualified workers and has agreed with Civil Service Commission Chairman John W. Macy, Jr., that "we still have far to go" in advancing the objectives of the program.

The President commented on a CSC report on the program that disclosed that 861 mentally retarded persons received Federal jobs during the first year of the program.

He said that at the end of the year, 88 percent of these appointments were rated good placements, with the individual performing his duties in a "satisfactory" to "outstanding" manner.

### Manpower Utilization

A major responsibility for effective manpower utilization in the Federal service rests on managers and supervisors to plan and control the work for which they are responsible, to actively encourage individual improvement, and to create an environment that brings out the best in their employees.

Victoria Loucks...Commissioner  
Barbara Benson...Executive Secretary

Allen Ward...Denver Reporter  
John Gentry...New York Reporter  
Donald Meyer...San Francisco Reporter  
Victor Rabin...Portsmouth Reporter

## HINTS FOR THE HOMEMAKER

Sometime ago the Fort Knox reporter submitted a recipe for the famous Kentucky Mint Julep. It would naturally follow that since there has been absolutely no demand for further recipes, he now comes forward with the formula for a scrumptious cake! It all developed recently when the Armor Training Center at Fort Knox celebrated its 10th birthday and commemorated the occasion by whipping up a little cake. 'Twas a dainty thing and a perfect centerpiece for any attractive table. The little tidbit measured 16 feet long by 12½ feet wide and 13 feet high. Its weight was a mere 4601 pounds.

Knowing that several of our lady readers will want to whip up this delectable treat for their next bridge party, we contacted the Head Mess Sergeant at Fort Knox, who was perfectly delighted to supply the following details:

Into a large mixing bowl, gently break 500 dozen eggs (it is at this point that you

become aware that when the Army specifies a large bowl, they mean a LARGE bowl.) Then add 425 lbs. of shortening. Into this, softly sift 850 lbs. of granulated sugar, 852 lbs. of flour, 34 lbs. of baking powder, 18 lbs. of salt, 68 lbs. of powdered milk and three gallons of vanilla. Then bake. If your oven is too small, you can always use the turret from a discarded battleship. The frosting, says the Sergeant, is routine. Simply take 1020 lbs. of powdered sugar, 510 lbs. of shortening, 225 lbs. of powdered milk, 11 gallons of vanilla, 21 lbs. of salt and beat until smooth. Candles? Of course! However, ordinary candles looked a bit ridiculous on this morsel so the Army used 105 millimeter shells instead. Truly a pretty picture.

Ex-G.I.'s won't believe it, but the Fort Knox reported was on hand for the ceremony and sampled a bit of the cake -- delicious.

## PEAK PRODUCTION

DENVER

If spring means renewal, that season has certainly arrived. We are as colorful and as varied as a basket of Easter eggs now that our offices are freshly painted. The painting was not confined to the offices, however; it included the halls (from the basement to a portion of the third floor attic) and the lunchroom. The smell of the paint was nothing compared to the noise and dust of floor renovation, which should be completed in the near future. A contract has been let for repairing the hallways on the first floor, the mezzanine and the second floor.

We hope to have completed the new gallery for visitors before the peak of the tourist season. This "walkway" will be glassed in and will be made soundproof. Ken White Engineering Co. has been authorized to do the design work.

Plans are underway for the remodeling of our payroll office in order to accommodate the new IBM equipment which we expect to be delivered very soon.

To date, there are 69 presses in place, and all except 12 or 14 are (to some extent) in operation. The old Tramway powerhouse is bulging with 12 converted Department of Defense presses and the new building is being used for housing four more DoD presses--as well as machinery, ingots and blanks.

The new press room (in the old refinery room) now holds the six proof coin presses received from Philadelphia, plus five Ferracute and five Columbia presses. Operation of the six proof presses is dependent upon receipt of parts, as well as extensive overhauling--which is advancing daily. Of the remaining ten, eight are in production and the other two will be working shortly.

Engineers of all kinds have been checking the structure, steam lines, electric lines and all the physical properties of the Mint in connection with extensive air conditioning, lighting and power remodeling.

And finally, a contract has been let for the installation of an automatic sprinkling system for the Mint grounds.

Activities have not been confined to the "outside" workers; our own personnel have been going places and doing things.

Mrs. FERN V. MILLER, Superintendent, made a short trip to Washington in January to attend the inauguration ceremonies. Coincidentally, she was able to get the same room at the Willard Hotel that she had for the previous inauguration!

Two MILLERs, FERN V. and FRED, left Feb. 9 for Philadelphia; she to attend the meeting of the Assay Commission and he to observe the operation of ADP equipment.

"Christmas" came to BILL JOHNSON (Cash & Deposits) on Feb. 15 when he received a superior performance award and was told that a trip to Fort Knox was in the offing. He and Mrs. Johnson made the trip by car and thoroughly enjoyed what to them was new territory. They left Feb. 16 and returned to Denver March 26.

Superior performance awards were made to two other outstanding employees, EDWARD SANDSTROM (Payroll) and VERN OWEN (Melting and Refining). They were equally as pleased as Bill Johnson.

Mrs. Miller and her secretary ALICE WARD were invited by the Red Cross to attend a luncheon March 9 honoring those United Fund chairmen whose donation records for October 1964 exceeded the average.

## AS WE WERE A'SAYING

### NEW YORK

Congratulations to Mrs. SADIE WELLS, HERBERT JEHEBER and GEORGE MARTIN upon their completion of 30 years' service, and to BERNARD WALSH for 20 years. Special congratulations are due WILLIAM V. McCORMICK, who in February completed 45 years of service. This makes Bill the oldest member of the Assay Office in terms of length of service. From the way he looks and acts today, it appears he will be around the Assay Office for another 45 years!

New faces seen around New York these days include SAMUEL DIAMOND, EDWARD T. KELLY, TIMOTHY CHANG, WILLIAM H. SUTHERLAND, DESIDERIO R. HERNANDEZ, MORRIS STEINBERG, ALPHONSE DELL'OSSO, JAMES LAURIA, JOSEPH BACHI and RUDOLF SCHOLZ, who took the fatal step on Feb. 27th and is now happily married. Rudolf and his bride have taken up residence in Brooklyn.

Congratulations to Mr. and Mrs. MICHAEL O'KEEFE who celebrated their 31st anniversary two months ago.

Captain WILLIAM J. GALLAGHER and his boat crew, consisting of sons Billy and John, spent the early spring months putting their boat in shape for the early runs of flounder and shad. We hope the pickings are better this year than they have been in the past.

PETE ILDEFONSO is in the market for a new boat. The present one -- a 14-footer -- isn't roomy enough for Pete and his fishing gear. When he locates the one he wants, the old one will be for sale. (Cheap).

NICK BOCCASINO has departed for his annual vacation to Puerto Rico and the Virgin Islands. His itinerary includes plans for a visit to the family of DESI HERNANDEZ.

HUGH CARGAN plans to spend some of his vacation time shopping for a retirement home in the vicinity of Daytona Beach, Fla. Meanwhile he keeps in shape by playing golf every weekend. On his way South he plans to stop for a visit with SID RICKS who is also a crack golfer and is enjoying his retirement in the Southland.

We welcome the following additions to the West Point staff: EDWARD J. ARRISON, HAROLD J. BABCOCK, RICHARD K. SCHAUT, ARTHUR G. STALTER, LEONARD W. BATES, PATRICK W. MAHER, HAROLD B. PATTON, NICHOLAS C. STAGLIANO, JOHN J. McCORMACK, NICHOLAS S. BATTIPAGLIA, GEORGE J. DeCHRISTOPHER and GEORGE W. WHALEN.

JOHN SYVARTH, Guard at the Assay Office, reluctantly applied for retirement in February. Sy has been forced to restrict his activities due to the stroke he suffered several months ago. Following his stay at Rockland Rehabilitation Hospital, he plans to return home and continue his therapy. Sy received the Gallatin Award for his more than 30 years of faithful service.

## SUMMING UP

### FORT KNOX

Lieut. and Mrs. ARTHUR POPE have returned from an extensive motor tour of the West. They visited friends and relatives in San Pedro, Merced, Reno, Salt Lake City and Wheatland, Wyo.

We are happy to report that there were no serious repercussions to the peculiar accident sustained by Sherman Shepard. Sherm is the young son of Guard EARL SHEPARD and evidently tried to prove the old adage that kids can get into the darndest scrapes - he was stepped on BY A HORSE!!

BENNIE BLEDSOE took his vacation in sunny Florida and returned with a healthy tan.

JIMMY WOLFE, Fort Knox Administrative Assistant, is babysitting again and is happy as a lark. Visiting are his son, his daughter-in-law and two grandchildren. Jimmy's son is Dr. Hubert Wolfe, Pathologist at Massachusetts General Hospital.

Senior Lieutenant and Mrs. BILL BYERS celebrated their 14th wedding anniversary by taking a trip to southern Illinois, where they were married in March 1951.

In a ceremony at the Gold Vault, length of service pins were awarded to 4 old-timers. BILL WOOD received a 25-year emblem; BILL BYERS and VIRGIL HOWARD accepted 30-year pins and BILL JENKINS was honored with a diamond-studded 35-year pin.

Mr. and Mrs. O. D. HAWKINS visited their children and grandchildren in Ravenna, Ohio in March. Incidentally, O. D. has an application pending for disability retirement.

Pat Harkin, daughter of the Officer in Charge, is being graduated from the University of Kentucky this month after having completed the four-year course in three years. Pat started her college career as a Merit Scholarship finalist and with a \$1000 scholarship award from Fort Knox High School. She remained on the Dean's List throughout her entire college stay and culminated her college career by being awarded a Woodrow Wilson Fellowship providing for her postgraduate studies at the college or university of her choice. She was also offered a similar but independent Fellowship by the University of Virginia. (Anyone at Philadelphia who feels compelled to remark that Pat must take after her mother needn't bother - it's been said before!) There is even bigger news of Pat this issue, though. One week after her graduation she will become Mrs. G. Michael Daniel. They will live at the University of Virginia where Michael will be studying for his doctorate in French, and Pat for her Masters in English.

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### Tricks of the Trade

Some persons are so busy learning the tricks of the trade, they never learn the trade.

## BY THE WEIGH

### SAN FRANCISCO

It is interesting to note that when the Mint OBSERVER was revived with the August 1963 issue, the Assay Office at San Francisco numbered 49. Almost half this number, 21, to be exact, were then regarded as new employees--people who had joined our ranks subsequent to the shrinkage of the comparatively populous Mint to the handful that remained to man the newly designated Assay Office. For the most part, these new people of 1963 have been engaged in the packing and processing of uncirculated coin sets. Now that this function is about to be temporarily discontinued due to the current coin shortage, we think a pat on the back is very much in order for the folks who worked so hard on this operation. A brief glance at the statistics suffices to prove the point. In the initial year of this work over 400,000 sets were processed. The following year the number was increased to over 600,000. At the conclusion of this year's run in April, over 1,000,000 have been sorted, packaged and mailed--a grand total of well over 2,000,000 sets in just a little over two years. Considering that this operation was carried out under conditions far from favorable, we at San Francisco feel justified in the pride of a job well done. Working in a windowless, sunless vault, with equipment best described as temperamental, the job was done--often with "blood, sweat and tears", but done nevertheless.



#### FORT KNOX From Page 9

Fort Knox played host recently to a large group of Minters on duty at the Vault for a Joint Sealing operation. On hand from Gotham were WALT HASIY, BOB HEMMES, CAROL WILKES and BILL HUBEN. Denver contributed BILL JOHNSON, while the Philadelphia contingent consisted of LENNIE BROWN, CHARLIE SILL, BILL BOOKER, ANDY SLATER, BOB DIGIOVANNI, STAN LEPCZYK, WINDSOR BIRCH, NICK D'ANTONIO, JIM KERNAN, BILL WALKER and CORT IRBY. We miss these fellows (it's a lot quieter, but we miss 'em.) They all did a grand job.

With the blank punching and annealing operation still in full swing, our roster has now increased to 112 as of May, and we would like to introduce the newest Mint family members who have joined us since the last issue. The Production Division has absorbed most of them: LON BRANTLEY, MARSHALL BAER, NICHOLAS HYDE, DENNIS JEUNG, EDWARD SCHWAB, EMANUEL ANDERSON, JACOB TWO REK, GEORGE WONG, EDWARD CARVER, JAMES AUGUSTON, JOHN FLEMING, STANLEY MacISAAC, MITCHELL LEE, RONALD MUCKEY, THOMAS SULLIVAN, NICHOLAS SAGIN, ERNEST ZAMORA and ELISHA BROWN. And a special hail of welcome to JIM CONROY, another ex-Mintman who has returned to the fold. It is good to see some of the old familiar faces back with us again.

The Cash and Deposits Division has been strengthened by the addition of PAUL ASTRUP, ROBERT BROOKS, TONY CHAVEZ, JAMES FIFER, JEFF TAKAGAKI, HOWARD LAMONTE and ALTIM TWISS.

Keeping all of our complicated equipment rolling is truly a monumental task and HARRY MILLER's crew of mechanics has been increased to include NORMAN MacDONALD, DONALD McARTHUR, WILLIAM MULLAN, SIDNEY NELSON and CAL RANDOLPH. The Accounting Division has been fortunate in obtaining the services of TOM PAGE, who looks like a refugee from the San Francisco 49ers. The Assay Division also received a badly-needed transfusion of new blood in the person of LUTHER BECK, the first man to come directly to the Assay Division from the outside world in nearly 25 years, and the Guard Force was further reinforced by the addition of WILLIAM LANCASTER. We extend a heartfelt welcome to all these men and hope they will be with us for a long time.

## ABCs of Suggesting

Following article is adapted from "The ABCs of Suggesting," which appeared in the employee publication of the St. Louis District, Internal Revenue Service:

Ask questions: Who? What? When? Why? Where? How?

Believe in yourself. We believe that your ideas can make this organization a more efficient and better place to work.

Consider every aspect of your work. There's always a better way.

Draw from past experience. Ideas don't have to be original--just so they're good and are not already being used.

Eliminate unnecessary parts of your job such as duplications, wasted time or motion.

Focus your attention on your immediate work area. You know it best.

Gain extra income through your ideas.

Hard work can often be lightened by using your ideas.

Improve your opportunities for promotion. Adopted suggestions are inserted in your official personnel jacket as proof of your initiative and ability.

Join the parade of successful suggesters. There's room for you at the next awards ceremony.

Keep plugging. If one idea doesn't solve the problem, attack it from another angle.

Let your supervisor help you work out details.

# PLUS & MINUS

## WASHINGTON

News from Australia brings word that JOHN BENNETT is healthy and happy in his new environment. He is working on a dam construction project in Tasmania and is even gaining weight!

The Audit team consisting of GUS FERGUSON, LILL MORRISON, GRAHAM HUTCHINS, BOB LORD and JIM McNEIL arrived in San Francisco last April still pale and shaken after a harrowing trip. Their jet was forced to make an emergency landing in Denver when one engine failed in flight.

Wedding bells sounded this spring for PAT COOPER of the Personnel Division, who is now Mrs. James Lee, and for BONNIE PLATT of the Internal Audit Section, now Mrs. Jerry Smith. They were the guests of honor at a luncheon shower given by the Mint at O'Donnell's Restaurant in February.

Former Physical Science Aid HARRY HANSON visited us last month on his way to report for active military duty at Fort Jackson, S. C.

Other visitors were Mr. and Mrs. VICTOR HARKIN. They were in the area for a reunion of Army officers who served with Harkin in World War II. Harkin is the Officer in Charge of the Fort Knox Bullion Depository.

The Accounting, Budget and Systems Section is glad to have FRED KOZLOWSKI back after six month's active duty with the National Guard.

The Office of the Director has welcomed four new employees since our last issue: Accountant GRAHAM R. HUTCHINS, who transferred from the Coast Guard; WILBUR N. WHIPP, a Procurement Agent from the Office of Administrative Services; PATRICIA STROTHER, an Accounting Clerk whose former place of employment was the Bureau of the Public Debt; and JOHN E. KENT, formerly of the Arthur D. Little Company of Cambridge, Massachusetts.

Chemist SANDRA TOLBERT has announced her engagement to Air Force First Lieutenant John Absalom. The wedding is planned for June 26. Among Mint employees in attendance will be Maid of Honor VIKKI LOUFAKIS. Sandy will be with us as Mrs. Absalom until September, when she will accompany Johnny on active duty to the shores of sunny Spain.

STAN KAPLAN, employed in the Mint as an Accountant, has transferred to the Coast Guard as an Attorney.

Congratulations to ANN THOLL who was recently awarded \$15 under the Treasury Incentive Awards Program for her paper-saving suggestion. Her suggestion specifically involved utilization of the proper-size paper in the Xerox machine.

## Worry Warts

Living is so complicated these days folks don't even worry straight. We:

Worry about the Russians—then get run over by a neighbor.

Worry about radioactive fallout—then get poisoned spraying the flowers.

Worry about the kids running in front of cars—then drag them across the street on the red light.

Worry about crashing in an airplane—then fall off a ladder painting the house.

Worry about getting enough exercise—then drive two blocks for a pack of cigarettes.

Worry about becoming a success—then wrap it around a culvert.

Worry about getting the car greased every 1,000 miles—then never get a medical checkup.

Worry about the kids getting proper nourishment—then leave household poisons lying around for them to snack on.

Worry about retirement—then do everything we can to keep from lasting that long.

Worry about H bombs—then blow our heads off lighting a stove.

Worry about polio—then get crippled up by a power lawnmower or home-shop power tool.

Worry about tornadoes—then get liquidated in a whirlwind-force auto collision.

Worry about who will win the World Series—then not even vote for someone to win the Presidency.

Worry about winning a football pool—then gamble on our lives with nary a thought.

It's all right to think about the spectacular and the unusual—but it's the ordinary things and occurrences that will kill you.

—ROBERT D. GIDEL

# KNOW YOUR PROMOTION PLAN

1. Does the Bureau of the Mint have a written Promotion Plan?
  - A. Yes, it is contained in Mint Personnel Procedures Letter No. 47.
2. Is a copy of this Plan available to me?
  - A. Yes, it may be obtained in the Personnel Office.
3. When is the Promotion Plan to be followed?
  - A. The Promotion Plan is to be followed whenever a decision has been made to fill a vacancy by means of promotion.
4. Is there any other case in which the Promotion Plan is to be followed?
  - A. Yes. When an employee is to be detailed to a position so that he may gain the required experience for promotion, the procedures of the Plan must be followed in selecting the employee to be detailed.
5. For which jobs may eligible employees from all offices compete for promotion?
  - A. Eligible employees from all offices will be considered when a vacancy in a position in grade GS-11 or above is to be filled. In all other cases, only employees who are in the office in which the vacancy occurs will be considered.
6. How does the Promotion Plan work?
  - A. When a vacancy occurs, the division head submits a Standard Form 52 to the Personnel Office requesting that the vacancy be filled. The Personnel Office screens the personnel folders and rates the qualified employees according to a numerical rating formula.
7. What is the numerical rating formula?
  - A. The Personnel Office obtains current appraisal forms from the supervisors on all employees who are qualified. Each factor on the form is scored as follows: Above Average = +8; Average = +4; and Below Average = - 4. The employee's total score determines his place on a numerical listing.
8. What factors are evaluated on the appraisal form?
  - A. The appraisal forms cover the following factors: experience, education and training, demonstrated skills and abilities; work performance; attendance record; physical condition; and potential for advancement.
9. Are the appraisal forms the only factors considered in ranking employees?
  - A. No, the personnel folders containing past evaluations and records of personal interviews are also reviewed.
10. What happens after the numerical listing of eligible employees is made?
  - A. The listing is divided into two categories--employees rated Above Average, and those rated Average. Employees rated Below Average are not considered eligible for promotion.
11. Who makes the final choice for promotion?
  - A. The supervisor and the division head make the selection, subject to final approval at a higher level.
12. Must the selecting officials always choose the first name on the list?
  - A. No, but they must always choose from the names in the highest category.
13. Are there any exceptions to the Promotion Plan?
  - A. Yes, there are four exceptions: (1) Promotions which are scheduled advancements from trainee jobs to higher level work; (2) promotions made under training agreements approved by the Civil Service Commission; (3) promotions made after classification review shows that the duties performed merit a higher grade; and (4) promotions of employees to positions from which demoted without personal cause.
14. Does this mean that the Promotion Plan may NOT be used in these cases?
  - A. In the last two cases, the appointing officer has the choice of applying the provisions of the Plan if he wishes to do so. In the other cases, the Plan does not apply.



# The Mint OBSERVER



Volume IV

April 1966

Number 1

## A NEW BEGINNING S. F. OFFICE EXPANDING RAPIDLY

From an inert office of 39 employees to a productive organization currently wavering near the 450 mark in personnel, the San Francisco Assay Office is vibrating with new life.

Several months ago, our West Coast reporter Donald Dwyer sent us his reflections on the vast changes that were then underway:

As we sit in the big stone house on top of the Rock just off outer Market Street, we get somewhat the same sensation as watching a movie reel run backwards. Even as this is being written, the Treasury Department's Bureau of Disbursement, the last of the other agencies that have occupied this building since 1958, have the moving vans at the door and like the Arabs of old, are "silently stealing away". And that will complete the full circle. The reel has been fully rewound and the end is now the beginning. The vacuum created by the displaced agencies will soon be filled. Additional punches and presses will vastly augment the production of coin started so modestly with four presses just a few short months ago. Plans are even now underway to produce, process and package coin sets that the numismatists have been starving for these last few years. The drawing boards have been busy planning and designing the restoration of the Refinery to convert uncle Sam's vast hoard of unparted bullion to shiny new gold and silver bars. And very soon an army of demolition experts, carpenters, electricians, plumbers and painters will descend upon us to put together again the pieces that were dissembled nine long years ago. The "ghost town" has indeed been resurrected. Things are happening here so fast that events almost defy description. Employment, for example, has increased over 672% within the past 18 months, and that

has to be a record, even for the hectic and tumultuous life of the stone house on the rock.

Approximately 16 presses have been working around the clock to meet the multiple responsibilities placed on the Assay Office beginning in July 1964. With initial production limited to 1-cent and 5-cent coin blanks for shipping to the Denver and Philadelphia Mints, operations have since expanded to include, in addition to blank production, the minting of 1-cent, 5-cent and 25-cent pieces for shipment to the Federal Reserve Banks. Moreover, coins of all five denominations are currently being struck for sale to the public as Special Mint Sets. An entirely new division, complete with automatic data processing equipment, has been established for the purpose of processing the correspondence for the coin sales. But, to rewind the reel....

The discovery of gold at Coloma (Sutter's Mill) by John Marshall, in 1848, was the world-echoing event which contributed to the recommendation by President Millard Fillmore in 1850 that a branch mint be established in California. Gold being mined in the hills had grown from a trickle to a deluge too heavy for facilities at the distant Philadelphia Mint to handle and much time was consumed in transporting the precious metal on its hazardous journey. The coinage situation in the West was in a chaotic state. Many different kinds circulated... French louis d'ors, Dutch guilders, Indian rupees, Mexican reals, English shillings, as well as our own American pieces... But even so, there was a scarcity, and gold dust, while acceptable, was not a convenient medium of exchange. To remedy the difficulty, private mints sprang up which converted the gold into coins, but this was not the solution to the problem.

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EDITOR'S NOTE: For those of you who have been wondering about the conspicuous absence of news from the Philadelphia Mint, we remind you that Philadelphia publishes a fine newsletter monthly. Copies may be obtained upon request from the Philadelphia Mint Personnel Division.

# SAN FRANCISCO

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California, was authorized by the Act of Congress approved July 3, 1852, and the coins produced there gradually replaced the miscellaneous assortment in circulation. In his Report written January 27, 1854, the Director of the Mint stated:

"The branch mint at San Francisco, California, it is expected will be ready to receive deposits and commence operations about the 1st of March next. In consequence of a change in the grade of the street on which the building is being erected, more time will be consumed in its completion than was anticipated. The machinery, which was constructed in Philadelphia, arrived there in good condition on the 12th of December last; but a portion of the fixtures and apparatus had not arrived on December 30th, the date of my last advises, the vessel containing them having been out one hundred and forty-five days. These circumstances will probably delay the commencement of coining operations until the time stated above. The coins to be issued by this branch of the Mint will be designated by the letter S on the reverse. It is proper to remark that the coins of the other branches are designated as follows: New Orleans by the letter O; Dahlonega D; Charlotte C. The coins of the principal Mint are not marked by any letter."

The Mint commenced receiving deposits on the 3rd of April, 1854. There were some causes connected with the supply of materials that retarded and diminished the coinage operations during that year. However, \$4,084,207, all in gold pieces, was coined between April and December, 1854.

Operations were conducted in a small building upon Commercial Street, just sixty feet square. The Director remarked: "It is almost impossible to conceive how so much work can be well done, and so much business transacted safely, in so small a space. The entrance to the business office is up a steep pair of stairs and through a dark hall rendered unwholesome by the fumes of acids, and uncomfortable by the noise of machinery and the heat of the engine. The apartments of the different officers and the desks of the clerks are cramped and inconvenient, and the vaults depend for their safety chiefly upon the presence of well-tried watchmen." A notation indicates that there was "obtained also at the custom-house a good lock, which had been sent out from the department and which was placed upon the vault in the treasurer's office, where it was urgently needed."

About ten years later, the suggestion was made that there be purchased "a suitable site upon which should be speedily erected a mint building creditable to the Government, and commensurate with the wants of the great mineral districts of the Pacific Coast." It was not until 1872-73, however, that the building was completed and the work of fitting up the necessary machinery, fixtures and apparatus was begun. The new Mint at 5th and Mission

was occupied in the summer of 1874, and was one of the best appointed Mints in the world. It was first considered unnecessarily large but the Director stated that "\*\*\* in fitting it up with a refining and coining capacity equal to the present demand it has been found necessary to occupy the entire building."

The work of the San Francisco Mint was interrupted by the great earthquake of April 18, 1906. The structure and its contents were saved from the fire by intelligent and courageous work on the part of the superintendent and employees, but as the fuel used for its melting, annealing, and assaying operations was city gas, the destruction of the gas works made a discontinuance of operations necessary. Moreover, the Mint by reason of the destruction of the subtreasury and all of the banks of the city, became the only financial institution able to do business in the city and the agency through which all remittances to and from the city, and disbursements within the city were made. The Mint became the depository and treasury for the relief fund, and its superintendent, Mr. Frank A. Leach, had many new and very important responsibilities suddenly thrust upon him, all of which were borne with fidelity and signal ability.

The steadily increasing demands of the Nation made mandatory the enlarging of minting facilities, and in the summer of 1937, San Francisco personnel made another move, this time into an imposing 3-story marble edifice some distance from the principal business center where the old building was located. The approximately 33,000 square feet of space housed the most modern facilities of the day and new equipment to replace worn and obsolete machinery.

Meanwhile, the Philadelphia and Denver Mints were being improved and it was the feeling that these expanded facilities would be adequate to meet the Nation's coin demand for some time to come. Therefore, in March of 1955, coinage operations at San Francisco were discontinued. The equipment was removed and most of the building was remodeled for occupancy by other agencies of the Government. Only a small area was retained by the Mint for the conduct of assay functions, including receipts of gold and silver deposits.

Such was the state of the San Francisco Assay Office until the mid-sixties when, in Don Dwyer's words, the reel was once again rewound and the end became the beginning.



# NEW MINT TO HOUSE MOST MODERN FACILITIES

The new Mint, to be completed in July 1967 will have a production capability of 2 billion coins per shift per year, or a total capacity -- on a 24-hour, 7-day week basis -- of about 8 billion. Mint Technical personnel, in conjunction with engineering consultants, have been very active in seeking and evaluating new developments. While this is a never-ending process, Mint officials are confident that the new Mint will contain the most up-to-date processes and equipment available.

Its vast production capacity will be entirely "in-house", that is, no purchases of strip from industry will be required. Production facilities will include melting, casting, rolling, and coining of all coins, plus the capability to produce the new clad strip. While the basic process will be essentially the same as the present Mints, great innovations are planned for the equipment.

Among the more significant innovations we have planned are the following items. Raw material (copper, zinc, nickel, and process scrap) will be sheared into small pieces, conveyed to storage bins, metered and weighed into batches ("make-up"), conveyed and discharged into the melting furnaces --- all automatically. The molten alloyed metal will be discharged into semi-continuous casting machines which will cast ingots 18 feet long, 16 inches wide, and six inches thick --- about 16 times larger than present ingots. They will weigh 6600 pounds; our present ingots weight 400 pounds. The ingot will be re-heated, by electric induction, and will be rolled red-hot in a rolling mill controlled automatically with punch-cards and X-ray gauges. It will be "scalped" (surface milled, to remove imperfections and scale) and passed through two more rolling mills. The material for clad

coins will then be processed through a still-to-be-determined cladding line.

Following stamping, which will be discussed below, the finished coins will pass through novel electronic "scanning" devices --- currently under development --- which will inspect the coins as effectively and much more rapidly than our present visual inspection. Coins will be counted and bagged (or, possibly, placed in other containers) automatically, and conveyed to vaults for storage. Pending further study, special equipment and/or special containers may be utilized for transporting coin from vaults to trucks and for shipping to the Federal Reserve Banks.

The most exciting innovation is the new process being developed for stamping or coining. The preliminary engineering has been completed and prototypes (full-size models of the key operations) have been made and successfully demonstrated. The actual production equipment is now in the design stage, and we expect to have it completed and ready for testing by late summer. Thus, progress has been excellent and we are very confident that the new machine will be ready for full-scale operation before the new Mint is completed.

The new stamping machine, or coin-roller, is expected to produce at the rate of 10,000 per minute --- contrasted with 300 per minute for conventional Mint presses and about 600 per minute for newly-designed stamping presses. In addition to the great increase in output, the coin-roller will eliminate the need for the current operations of blanking, riddling, and blank annealing. This new process and equipment --- which will be started on pennies, but may be utilized for other denominations --- will revolutionize the art and science of coin-making.

## Keep Health Insurance Coverage, CSC Warns

Civil Service Commission has cautioned active Federal employees who may be eligible for Medicare and all retirees under the Civil Service retirement system not to cancel any of their health insurance coverage because of the passage of Medicare. Such notice was mailed to annuitants with the September 1 checks.

The notice points out that the benefits of the Medicare law will not begin until July 1, 1966. The CSC will give retirees 65 years of age or older full information on how Medicare affects civil service annuitants in plenty of time to qualify for benefits if they are eligible. This detailed information will help qualified annuitants to make informed decisions.

## DESIGNATION REQUIRED

### BEFORE DEATH

Civil Service Commission regulations require that designations of beneficiary for Civil Service Retirement be received in the Civil Service Commission on Standard Form 2808 prior to the death of the designator. If the Designation of Beneficiary Form is received after the employee's death, it cannot be recognized and a payment contrary to the employee's wishes may result.

It is not necessary to file a designation of beneficiary if the order of precedence of payment established by law is satisfactory. However, if an employee wishes to designate a beneficiary other than one in the established order of precedence, it will be the responsibility of the designator to keep the designation up to date with changes in family status.

# MINT EMPLOYEES HONORED

The Bureau of the Mint was honored to have two Meritorious Service Award winners among the 21 Treasury employees similarly honored at the Second Annual Awards Ceremony. Morris V. Boley, Assistant Technical Consultant to the Director, and Eileen B. Lusby, Personnel Officer, were present to receive their awards from Secretary of the Treasury Henry H. Fowler. The Meritorious Service Award, conferred on employees who render Meritorious service with in or beyond their required duties, is the next to the highest award which may be recommended for presentation by the Secretary.

Miss Lusby, veteran of 28 years of Government service, including 16 years as Personnel Officer for the Bureau of the Mint, was honored for her outstanding achievements in the personnel management, recruitment and training facets of the Bureau of the Mint's program of expansion.

Mr. Boley was cited for his outstanding work in the adaption and installation of machinery for the production of coinage blanks at the San Francisco Assay Office, contributing immeasurably toward relieving the Nation's critical coin shortage. This latest achievement capped 26 years of Mint Service by Mr. Boley including an eleven year stretch at the San Francisco Mint.

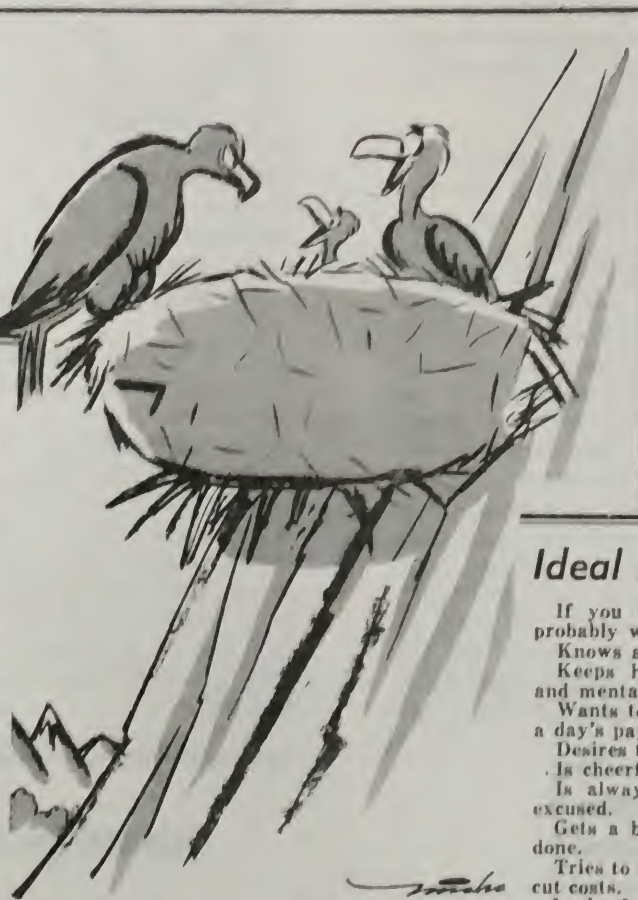
The Honorable John W. Macy, Chairman of the U. S. Civil Service Commission, and guest speaker at the Awards Ceremony, paid tribute to the award winners, crediting them with giving "living testimony to the fundamental soundness of our system", and providing "evidence for the American people of what can be done by talented and dedicated people in the pursuit of the public interest."

## PERFORMANCE RATINGS DUE

The period from March 31-April 30 has been set aside for rating the performance of all employees of the Bureau of the Mint. Supervisors are required by law to discuss each employee's performance with him and inform him of his rating at least once a year. This provides supervisors with the opportunity to commend employees for good performance and to advise them of how they might correct any deficiencies in their work.

There are three possible ratings: "Outstanding", for performance which materially exceeds all performance requirements and merits special commendation; "Satisfactory", for acceptable performance in relation to the requirements of the position; and "Unsatisfactory".

Supervisors will give employees a 90-day notice before issuing an "Unsatisfactory" rating. The notice will include a statement of how the employee fails to meet the standard, and what he can do to improve his performance. If no improvement is shown during the 90-day period the "Unsatisfactory" rating is given and the employee is removed from his position.



"He said his first words today—'E Pluribus Unum.'"

## Ideal Employee

If you were the boss, you'd probably want a worker who:

Knows and likes his job.  
Keeps himself physically fit and mentally alert.

Wants to do a day's work for a day's pay.

Desires to get ahead.

Is cheerful, not sullen.

Is always on the job unless excused.

Gets a bang from a job well done.

Tries to avoid waste and helps cut costs.

Looks for a better way to do his job.

Gripes little, looks ahead.

Asks questions when he needs help.

Is willing to face personal problems squarely.

Tries to put himself in the boss' place now and then.

Feels his job is a privilege, not a right.

Tells the truth, is sincere.

Strives to create a spirit of teamwork.

Works safely, with due consideration for himself and his fellow workers.

Gives bonus performance.

Doesn't expect credit for every job done, so long as the job is done well.

Believes that the clock attracts attention because its hands are never idle.

## Thoroughness

Thoroughness on the job separates the men from the boys. It is the ability to follow through and make sure all the elements are in place. In the end, nothing can take the bloom out of a good idea faster than a sloppy job of execution.

# MINT NEWS IN BRIEF

## DENVER MINT

The legislation increasing retirement annuities took many old-timers from the Denver Mint; practically every department lost a skilled employee. Missing, are James J. McLaughlin (Accounting), Ed Sandstrom (Payroll), John Hoglund, Norman Engblom, and Tom Maloney (Building and Mechanical), John Perrin, William Sexton, and Gordon Porter (Coining), and Joe Freilinger (Melting and Refining). These men have all been given the Albert Gallatin Award. In addition, this Award was given posthumously to Loyal Slauson in recognition of his many years of meritorious work in the Coining Division.

The Director of the Mint has presented to the Denver Mint employees a silver trophy in grateful recognition of their devotion to duty during the national coin crisis. This beautiful piece is now in a black walnut case and will be placed in the lobby. The case, of wood and glass, was made by one of our employees, Leroy Baca. Each and every employee (as the Director so noted on the inscription) thanks Miss Adams for this recognition.

The finale for 1965 was the striking of the new 50-cent piece on December 30. Present from Washington, D. C., were Miss Eva Adams, Director, and Mr. Roy C. Cahoon from the Secretary's Office. In addition there were representatives (both local and national) from the press and television, as well as Federal, State, and City government. Three of Colorado's Congressmen, Byron Rogers, Wayne Aspinall, and Roy McVicker also attended the ceremony.

Five coin presses from the Denver Mint were shipped to San Francisco the week of January 24.

Everyone in the Denver Mint is wearing a shiny new identification badge. The issuance of these badges was necessary before a central check distribution system could be placed into operation. Employees now must use their ID cards not only to obtain their pay checks, but to gain admittance to the Mint building.

A.L. Philippus, head of the Cash & Deposits Division, reports that coin shipments handled by that department amounted to almost \$335,000,000 for 1965, a gain of 80 percent over the previous year.

He also reports that Mrs. Constance Gant, Clerk in Cash & Deposits, gave birth to a boy on January 4 which weighed 8 pounds and 5 ounces.

Mrs. Catherine Folliard and Mr. Frank Collicelli from the Office of the Director, spent two weeks (January 17-28) at the Denver Mint conducting a complete review of the existing filing system.

Eugene L. Asher recently joined the Accounting Staff. This is the first time in many years the Denver Mint has employed a new Accountant. This speaks well for the "staying" quality of the employees in that department.

## NEW YORK ASSAY OFFICE

Life in New York City is one crisis after another. In the past few months we have survived a water shortage, a blackout, and lately, a transit strike.

The transit strike lasted for twelve days between January 1 and January 13. At the outset of the strike, the transit worker's Mike Quill appeared on television and exhorted everyone to drive to work. Quill was followed by Mayor Lindsay who pleaded that only essential workers drive to work. On Monday, January 3, many people got up in the morning, looked in the mirror, decided that they weren't essential and went back to bed.

Others made heroic efforts. John Winston, a Laborer in the Refinery Melting Room was determined to get to work. He lives 17.4 miles from the office in the Bronx. John hitchhiked. He got three short rides and walked more than ten miles to get in.

Wendell Booker tried to get to work by car. He was in line on an approach to the

Brooklyn Bridge when a policeman asked if he was carrying anyone else. When Booker replied that he wasn't the policeman waved him out of line and since he couldn't get back into the traffic, he went home. Friends claim that Booker's '59 Plymouth couldn't make it across the bridge.

John Mason, Guard, and Mark Harris, Assay Division, walked back and forth across the Brooklyn Bridge.

Horace Boozer and Adolphus Coles of the Refinery Melting Room both organized car pools. Horace crowded six people into his compact. Coles car broke down on the East River Drive and he was forced to return home.

Ben Ng's ricksha managed to get in every day.

Larry Zingales, "The Magnificent Man in the Flying Machine", forgot to release his emergency and burned out his brakes.

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# NEW YORK

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Bill Daly, Assey Division, a salty veteran of North Atlantic convey duty as a Coast Guard man in World II, found himself forced to use a Coast Guard tugboat. When he dug his old uniform out of a trunk in the attic, he found that it fitted like a banana skin. To add further to his embarrassment it has been said that he became seasick in the choppy waters of Upper New York Bay, "Hamper Paratia."

Greatest credit is due to those employees who demonstrated initiative in getting themselves and their fellow workers to and from work.

\*\*\*

This magnificent spirit of cooperation was an inspiration to us all. Bill Pressette claims that if he hadn't gotten Frank Palmieri we wouldn't have been paid.

\*\*\*

The contingent from Staten Island were not affected by the strike and kept the office running with their usual efficiency.

\*\*\*

Peter Reynolds, Refinery, observed that traffic moved so slowly during the strike that readers of the New York Times had finished their papers before they traveled the distance between lower Manhattan and the George Washington Bridge (about eight miles).

\*\*\*

Most were strikebound. Mike O'Keefe was stranded at home. During the strike he helped out by cooking, cleaning, putting the dog out, and other housekeeping chores. Mike was glad to get back to the office. John Lees, Melter, used the time to review his investment portfolio.

\*\*\*

On January 24 Harold J. Sicker, Jr., United States Naval Reserve, left for two weeks training in Puerto Rico. Harold is a Navy diver.

\*\*\*

Victor Carmel's wife Monica has just returned from a visit to her family in Scotland. Her three-week stay was spent in Dumbarton. Her arrival was marked by a family celebration

that lasted for two days. When she returned Mrs. Carmel brought back some Scottish woolens and other gifts. Dumbarton is noted for ship building and is the home of a famous distillery.

\*\*\*

Chemist Richie Maravilla's son Kenneth was selected to be in "Who's Who in American Colleges and Universities" from St. John's University. Kenneth has been accepted by the Downstate Medical College for the Fall 1966 term. He hopes to become a surgeon.

\*\*\*

Matthew and Mrs. White expect to become grandparents early in March. Matt has two married children and the first grandchild is eagerly awaited.

\*\*\*

The new high chair in the luncheon room that is reserved for Nicholas "Smoky" DeFelice was won on a quiz show by an employee of the office.

\*\*\*

After forty-five years of faithful service William V. McCormick has decided to retire. He will be missed by his friends in the Accounting Section.

\*\*\*

Gloria Kasperwitz's beagle, Elvis, was lost for twenty-four hours recently. A woman on the other side of Avenel, New Jersey, found the dog and called the police. Gloria's husband retrieved Elvis.

\*\*\*

Hugh Cargan, Foreman, Deposit Melting Room, is looking forward to retirement in March. "Hughie" is going to take life easy in his new home in Tuckerton, New Jersey. The two bedroom ranch-type house has a large living room and is located on a lagoon.

\*\*\*

Rocco Cetani, a former employee in the Refinery, is enjoying his retirement in California following 31-years' government service.

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# NEW YORK

continued from page 6

Bill Prussing, Sr. received his first traffic ticket for speeding when he drove down to Parris Island, South Carolina, to see Bill, Jr. graduate from basic training in the Marine Corps. Bill Sr. says that the training was tough, but that getting the ticket was tougher.

\*\*\*

"Rocky" Cetani writes from California that he will return to New York this Spring. "Rocky" is the only person who has ever retired from the Office twice.

\*\*\*

The Assay Office takes pleasure in welcoming the following new employees: Linda Gruenburg, Personnel Clerk; Arlene Washalski, Secretary in the Office of the Superintendent; Dominick Savino, Supply Clerk; Gloria Kasporwitz, Accounting Clerk; William Duff, Assistant Head, Building and Mechanical Division; Joseph Setaro, Clerk in the Bullion Issue and Deposit Payment Section; James V. Sabella, Accounting Clerk; Angel N. Garcia, Guard; Anthony J. Falciano, Electrician; Carmen S. Aguayo, Laborer (Custodial); Raymond E. Cox, Laborer (Custodial); and James O. Wilson, Laborer (Custodial).

The following Laborers (General) have been added to the roster: Frank Costa, Paul Allen, Emile Jefferson, Anthony Ingoglia, Walter King, Pedro Martinez and Carmine Saliermo.

John and Mrs. Lovisek became grandparents for a second time on December 30. John's son, Second Lieutenant Allan G. Lovisek and Teresa are proud parents of Teresa Ann who was born in Germany. Allen is stationed in Baumholder, West Germany.

\*\*\*

Carol Wilkes' daughter Jeanne, New York State's Judo Champion in the Girls Division recently suffered a concussion during practice. She is now a purple belter. Jeanne must perform a ceremonial dance to qualify for a brown belt. A black belt is the insignia of an expert in the art of Judo.

|                        |                        |
|------------------------|------------------------|
| Victoria Loufakis..... | Co-editor              |
| Martha Reeves.....     | Co-editor              |
| Alice Ward.....        | Denver Reporter        |
| Yancey Clark.....      | New York Reporter      |
| Donald Dwyer.....      | San Francisco Reporter |
| Victor Harkin.....     | Fort Knox Reporter     |
| Pamela Marshall.....   | Typist                 |

Roberta Humm, formerly of the Cashier's Section has resigned to accept a position with the Y.M.C.A. as an Office Manager. She will be missed by her friends in the office.

\*\*\*

Susan Aiello whose father works in the Machine Shop received her driver's license and a new green Mustang on the same day. Susan is nineteen years old and works for an accounting firm.

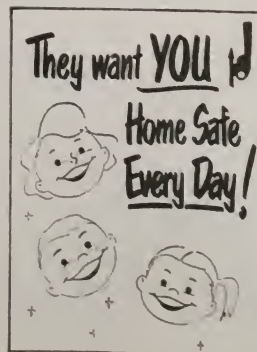
\*\*\*

Safety-minded Clarence Joynes, Bullion Transfer Section, is now sporting about town in his new 1930 Plymouth. Clarence purchased it at the Antique Car Shop and claims that he can get the speed up to twenty-two miles per hour.

\*\*\*

With the departure of the following men and women who took advantage of the liberalized retirement benefits recently made available to eligible government employees, the Assay Office lost the services of a highly esteemed group of employees with many years of fine and devoted service. All received the Albert Gallatin Award. Congratulations and best wishes to Louis Albert, Skilled Workman; John Geelan, Furnace Builder; Leopold Langer, Plumber; Edward Logazino, Lieutenant of the Guard; George Martin, Head, Building and Mechanical Division; Victor E. Marini, Assistant Head, Building and Mechanical Division; William V. McCormick, Supervisory Fiscal Accounting Clerk; Joseph J. Minetti, Captain of the Guard; and Sadie O. Wells, Head Custodial Laborer.

Congratulations are also in order to the following employees who were awarded length of service pins: William Finley - 40 years; Robert Patten, Louis Albert, Walter Gorman and Edward Logazino - 30 years; Henry Albitz, William Daly, Edward Kisbany, Allan Ryan and Angelo Miglorisi - 25 years; Wendell Booker - 20 years; and Vincent Collura and Charles Torre - 15 years.



## FORT KNOX BULLION DEPOSITORY

On a military reservation the size of Fort Knox there is nothing novel about a man re-enlisting in the Army; therefore the only thing unique about this item is the participants. The re-enlistee was Master Sergeant Bernard Oldinsky, who was signing up for another hitch after 28 years service. Administering the oath, was his son, Captain Frederick E. Oldinsky, currently on duty at the Fort Knox Armor School. Captain Oldinsky is the son-in-law of Sergeant Bill Bowman of the Depository Force.

Lieutenant Raymond Rice of the Fort Knox gendarmes has just become a grandfather for the sixth time. The new 8 pound-ten ounce bundle of joy is the offspring of Ray's son and daughter-in-law, Mr. & Mrs. Robert L. Rice of Colorado Springs.

Dr. Hubert J. Wolfe, son of Jimmy Wolfe, Assistant Officer in Charge at Fort Knox, has just been signally honored by the American Heart Association. Dr. Wolfe, who is associated with the Massachusetts General Hospital in Boston, has been awarded a grant of \$6,819.00 to pursue his study of add mucopolysaccharides in the human artery. Dr. Wolfe specializes in Pathology and teaches at Harvard Medical School.

Fort Knox sadly reports the sudden death in October of Ernest C. Tabb, who had been a Guard at the Depository for 23 years. The Gallatin Award was presented posthumously to

his widow, Mrs. Ruth H. Tabb.

The new retirement law had considerable appeal to many old timers at the Gold Vault. Those who decided to call it a career were: Guards Virgil Howard and Johnny Purcell after 30 and 32 years service; Sergeant of the Guard Ed Howell after 33 years on the job; Captain Bill Maerz after 32 years service and Assistant Officer in Charge William L. Jenkins, a 35 year veteran. All received Gallatin Awards as well as the traditional engraved silver bowl which is presented to all retirees of the Depository. Mr. Jenkins and Captain Maerz also were the recipients of personalized neckties, with discreet monograms and a miniature replica of the Depository embroidered at the bottom. The color of the ties? Gold, of course.

As a result of the several retirements at the Depository the following new assignments were announced: Assistant Officer in Charge, James T. Wolfe; Captain of the Guard, William H. Byers; Senior Lieutenant of the Guard, Arthur E. Pope; Lieutenant of the Guard, Raymond M. Rice and Sergeant of the Guard, Edward M. Buckles.

Fort Knox has also spread the welcome mat for the following new employees: James E. Austin, Maryland Ard, John L. Beeler, Harry T. Taylor, and Charles E. Whelan. All are transfers from the U.S. Army Armor Center and have been assigned to the Guard Force.

## SAN FRANCISCO ASSAY OFFICE

It has been our custom in the past to introduce our increasing population to fellow workers in the other Mints and Assay Offices that form our far-flung Mint empire. This is no longer possible. Employees are coming in so fast that we are at a loss to keep up with them. So, speaking collectively to the new recruits that have joined the Mint team-welcome aboard. Their duties are myriad and their performance excellent, whether they are manning the punches or feeding the presses; whether they are unloading the unceasing flow of coiled metal or are shipping out the finished product; whether they are hauling silver bars or melting deposits; whether they are manipulating an assay balance or running an adding machine; whether they are guarding our vast wealth or sweeping the floors. New people and veterans are combining their energies and skills to do the job.

And now it is time for a little "name dropping". As we mentioned above, we cannot introduce all the new people, but we can present a few of them. As might be expected, one of the busiest offices in this period of transition is Personnel, being efficiently and ably handled by Bill Gryder and Bette Clark. The Accountants are understandably being snowed under a massive pile of paperwork and Fred Wright and his expanded crew are doing a fine job in digging them out. William Powers has

joined the Assay Office staff as Assistant Head of the newly-established Special Mint Set Division. Harry Miller, Superintendent of the Building and Maintenance Division, welcomes the invaluable aid of such experienced Mintmen as Carl Borchert, John Gagnon, and Gordon Wood, all of whom came from Denver to give aid during this period of expansion.

Richie Delee, one of the few remaining members of our Class of '34, took advantage of the retirement bonus and left us before the end of the year. Richie has joined forces with the Bank of America, so he's still around where the money is. Captain Bill Lambert of the Guard Force has been away on extended sick leave. Ed Passama has been Acting Captain and doing yeoman's work in the unenviable job of maintaining security in the confusion that is natural to expansion programs. Speaking of the Guard Force, belated congratulations to Jack Devine and Floyd McLeod on their promotion to Lieutenant and to George Vidovich who is now Sergeant.

It is with extreme regret that we report the passing away of Bill Pipp on January 18. Bill served with distinction for many years in the Assay Division, and had many friends both here and in the other Mint institutions, having put in a term in assaying work at both the Denver and New York offices. His unfailing good nature is sadly missed.

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# SAN FRANCISCO continued from page 8

We especially welcome the return to the fold of many of our exiles who worked in other pastures during the lean years: Bert Mahoney, our former Refinery Supervisor who is busy planning the new one and whose capabilities are well known throughout the entire Mint Service; Joe McHugh, who is doing a magnificent job helping Coining Superintendent Bob Bridges in maintaining his schedule; Bob Oppenheim, who returns from the Internal Revenue Department to help put money in people's pockets instead of removing it; likewise, Prosper Williams who comes to us from the same agency. Others include Jim Conroy, Pete Pappas, Johnny Holland, Floyd McLeod, Art Qualheim, Gene Baron and George Dickleson.

From our vantage point on the first floor overlooking the courtyard, we have personally

seen the tremendous contribution that Gene Baron has made to the effort. He has the Herculean job of supervising the weighing, loading, unloading and storing of the tons of alloy coming and going.

We cannot neglect the ladies who have joined our forces. Unfortunately we do not know them all but we hope to correct that situation in the future. Ann Mann, who lends a hand to Nancy Gergurich on the reception desk certainly creates a good first impression to visitors with her ready smile and charm. Personnel has Grace Gillette, Johnnie Laughridge and Naomi Rindon as effective good-will ambassadors. Ramona O'Connor is employed in the Coining Division and Dorothy Howe is helping Matt Riley in his busy chores as Head of Cash and Deposits. In addition, Evelyn L. Berg and Ruth Roe have joined the accounting staff.

## OFFICE OF THE DIRECTOR

The Budget and Finance Division has experienced a significant turnover during the past six months with the addition of seven new employees. AL NORMAN and WALLY PRUSZKOWSKI, the only old-timers in the Accounting, Budget and Systems Section, have welcomed JOE WAGNER, an Accounting Technician from the U.S. Naval Station in D.C.; ELIZABETH VAUGHAN, a Budget Analyst from the Civil Service Commission; JUDY OWENS, a '65 graduate of Northwood High School and a Clerk-Stenographer; ZACK ZAMBETIS, an EAM Project Planner from the Bureau of Accounts; and J. E. SPARKS, who completed the circle by leaving us in '61 in the mass transfer to the Office of Domestic Gold and Silver Operations and Returning via NASA. Auditor GEORGE SCHAFER, formerly with a publishing firm in Washington, and HAZEL BOLEN, a Secretary from the Coast Guard, complete the additions to the Internal Audit Section.

The Director's Office has its share of additional personnel, too: PAM MARSHALL is back with us as a Secretary; LOUIS FRANA, B.S., M.A., LL.B., comes to us from the Office of the General Counsel of the Navy Department; and DOROTHY ARMSTRONG, previously employed as Social Secretary for a business consultant firm, has joined us as his Secretary.

A familiar face from the old San Francisco Mint is EDWARD O'SULLIVAN, who spent the interlude with the Navy Department in San Francisco and then in Alexandria, and is now in the Office of the Director as Security Officer. Also in the Coin Management Division is BENJAMIN "JOE" HORTON, a Clerk who transferred from the National Institutes of Health. GUSSIE JAMISON, a '65 graduate of McKinley High School, is now with the Records Section as a Clerk-Typist.

The opportunity to obtain increased annuities lured two of our members into retirement in December. AUDRY SMITH retired after 26 years of service and LIL MORRISON after 34 years. Audry was honored at a luncheon at the Occidental before her departure with her

husband to Florida. Miss Adams was the hostess at a cocktail party in her home in honor of Lil shortly after Christmas.

Recent visitors to the office were BONITA PLATT SMITH with her infant son Jack; Mrs. DARWIN YOUNG (Philadelphia Mint) and twin baby daughters Ruth and Rebecca and JUDY WALTERS, who is now working for the Office of the General Counsel.

Latest word from Seville is that SANDY TOLBERT ABSALOM loves living in Spain and that she and husband Johnny are happily awaiting the birth of their first child in May. PAT COOPER LEE, Personnel Clerk, is expecting a baby in June to keep young daughter Robin company.

GRAHAM HUTCHINS returned to his home town as an Auditor at the Norfolk Naval Shipyard; DAVE BOWMAN transferred to the Office of International Affairs; LINDA SAVIA resigned to accept self-employment as housewife and mother; and ANNITA CURRY moved to Florida with plans for a wedding in the near future.

Congratulations to a most deserving group of employees who were awarded within-grade increases for sustained high quality performance: MARGARET FLETCHER and JOANNE DAVID of the Statistical Section; PAT LEE of the Personnel Division, P. M. WILLIAMS, PAM MARSHALL and NATHANIEL SMALLS of the Director's Office; Management Analyst BARRY FREERE; Assistant to the Director KENNETH FAILOR; and Assistant Chief, Budget and Finance Division, BEN HOLLYFIELD.

KENNETH M. FAILOR was recently selected to represent the Mint in the National Civil Service League Awards competition. He later became one of three employees recommended by the Treasury for the award. Though he fell short of final victory, the Mint was very pleased that Mr. Failor's outstanding achievements in the field of public and congressional relations drew recognition at the Departmental level.

# PROFILE

## PAUL J. DOWD

Employees of the Bureau of the Mint felt deeply the death in January of Paul J. Dowd, a 35-year veteran of the Philadelphia Mint and one of the country's foremost authorities in the field of assaying. The news that Paul had been the victim of a hit-and-run accident reverberated throughout the Mint Service, leaving behind a trail of disbelief and profound regret.

Paul entered the Mint in the winter of 1931. Robert J. Grant was then Director of the Mint, having been appointed eight years earlier by President Calvin Coolidge, and the Hoover administration was at its demise. The examining system of the Civil Service Commission was in its rudimentary stages of development and thus the Junior Assayer's test was scored by his superior in the Washington office and fellow assayer, Timothy J. Quirk. Mr. Quirk, who is entering his tenth year of retirement from the Mint, remembers Paul as a kind and gentle person who impressed him from the first as being very enterprising and conscientious. He says that he grew to admire Paul's fairness and his innate faculty of getting along with everyone.

These were indeed assets to a man who chose to ascend the government career ladder. From Junior Assayer he went to Assistant Assayer, progressing steadily until, on June 1, 1938, he was named by President Franklin D. Roosevelt to the position of Assayer.

Prior to entering the Mint, he had worked in Morristown, New Jersey, between 1931-1932, as a Junior Chemist for the Department of Agriculture and still earlier had been affiliated in a similar capacity with the Westinghouse Lamp Company and the Darium Products Company.

### EMERGENCY INSTRUCTIONS

In accordance with the instructions published by the Civil Service Commission, employees are reminded of their responsibility in the event of an enemy attack on the United States--go to the nearest Post Office, ask the Postmaster for a Federal employee registration card, fill it out and return it to him. Not only will this card enable the Government to utilize your services following such an attack, but it will place you on the roster of active employees to whom pay will be forwarded. Keep in mind that this reporting procedure is applicable only under emergency conditions which prevent you from reporting to your place of employment as usual.

#### Road to Success

The road to success is always under construction.

Paul was born on October 7, 1903, in Philadelphia, one of three sons of Patrick and Ellen Dowd. He was educated in Philadelphia schools, receiving his Bachelor of Science degree in General Inorganic Chemistry from Villanova College in July 1930. A sports enthusiast, he was considered by his friends as an authority on most sports, especially basketball, having played on the basketball teams of both Roman Catholic High School in Philadelphia and Villanova. Throughout his life, he remained a staunch Phillies fan.

A crusader at heart, Paul embarked on numerous projects both within and outside the Mint and saw them to their successful conclusions. He pioneered the establishment of a Credit Union at the Philadelphia Mint and served first as its president and then as Treasurer. In addition, he was instrumental in setting up the Mint bowling team on which he starred until a back injury prohibited him from participation. He headed all charity drives at the Mint and the sizable contributions of that office reflected the enthusiasm of the chairman. Perhaps most important to him was the development of underprivileged youth. Working closely with his parish priest, he counseled and encouraged youth in the parish toward the continuance of their education and explored means of helping them financially toward this end.

Paul is survived by his widow Marie O'Leary Dowd; by two sons, Paul, Jr., 25 and Gerard, 23; a daughter Dolores, 22; and two brothers. He leaves behind, as well, scores of friends and associates in the Mint Service who will remember him fondly for many years to come.

### OUTSIDE WORK

Employees wishing to obtain outside employment are governed by specific Treasury Department regulations. These regulations are contained in Chapter C-2 of the Treasury Personnel Manual. Rule 10 of the Minimum Standards of Conduct for Treasury Employees states:

"Employees shall not engage in any outside employment or business activities, with or without compensation, which (a) interfere with the efficient performance of official duties, (b) might bring discredit on or cause unfavorable and justifiable criticism of the Government, or (c) might reasonably result in a conflict of interest, with official duties and responsibilities."

Regulations of the Bureau of the Mint require that applications for permission to engage in outside employment be submitted to the employee's immediate supervisor. The latter will submit them to the head of the field office, who will in turn recommend them to the Director of the Mint for final approval.

## How to Succeed On Your Job

Following article appeared in the Atomic Energy Commission bulletin "Aloominary" published by its Albuquerque (N. M.) office.

A psychologist and experienced executive once remarked that "a young person starting on his first job would do well to remember a few important points if he would succeed." In passing, he also opined that "most of these points also apply to those who have been on the job 30 years." Some of these thoughts are:

Don't try to cover up your inexperience or lack of knowledge with an imperious manner.

Ask questions of your supervisors and others who may be in the know when you have doubts, rather than spending hours trying to come to a solution for which you don't have the background.

When you've completed an assignment, don't wait for the boss to tell you what to do next. If it isn't obvious what needs doing next, ask him instead of opening a magazine or a newspaper. A well run shop never runs out of work, if it's only reorganizing and revising files or reviewing internal procedures to see if they reflect the best way of doing things.

No matter how far down the organizational ladder you are, you can safely assume that your job is important to the functioning of the overall organization. Some of almost every one's work is routine and dull, but if it needs doing it deserves your best efforts.

Learn not to be dogmatic. Try to understand the other person's view and relinquish those ideas of yours which do not prove sound and give the other guy credit for those ideas of his which prove superior to yours. Also, when people tend to get on your nerves, practice empathy. If you do, you'll learn not to be hypercritical. In short, learn to get along with people, for people constitute the organization in which you work.

If you have an idea which you believe would improve the organization, study the pros and cons and if it stands up under your objective scrutiny, don't be reluctant to advance it to your supervisor.

Be curious to the extent you ever keep trying to learn more about the job, but not to the extent you pry into another's business.

Don't discuss administratively confidential business matters with others, especially outside the organization.

Accept criticism in good grace. Most supervisors criticize in a constructive vein for your benefit and that of the organization. Few are the bosses who criticize for the sheer joy of it.

Be loyal to your superiors and your associates.

## MINORITY GROUP HIRING SHOWS GROWTH IN 1965

The Bureau of the Mint was pleased to report a significant growth in minority group employment in its year-end report to Employment Policy Officer Robert A. Wallace.

The Mint experienced a 37.8% growth in total personnel in calendar year 1965. This growth came about as a result of extensive efforts to combat the national coin shortage which was critical early in 1965. The Mint took advantage of this opportunity to increase the percentage of Negro employment from 19.7% to 23.4% of the total employment.

More than 98% of the increase in total personnel took place in the Philadelphia and Denver Mints and the New York Assay Office. Negro employment in these institution increased from 30.4% to 34.8% in Philadelphia, from 23.1% to 31.2% in San Francisco, and from 7% to 10% in Denver.

Director of the Mint Eva Adams, in a memorandum submitting the statistical report to Wallace, pledged the Mint to even greater efforts to further the objectives of the Equal Employment Opportunity Program in utilizing the skills of qualified minority group members to fill vacancies in the Bureau of the Mint.

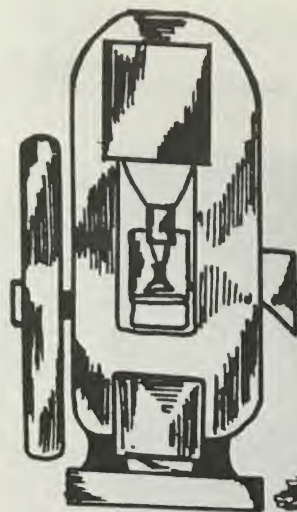
### MINIMUM STANDARDS

The Treasury Department has established minimum standards of conduct required of all its employees. Personnel of the Treasury Department are expected to adhere to standards of behavior that will reflect credit upon the Government. The Department takes a positive and reasonable approach to the matter of maintaining the high standards of conduct necessary in the transaction of Treasury activities.

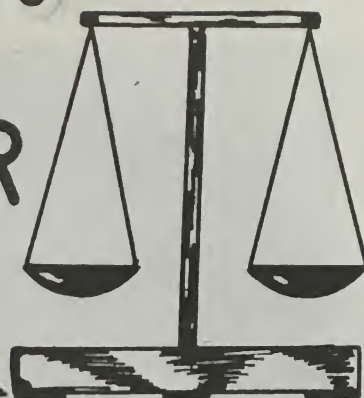
The laws, rules and regulations of conduct covering such subjects as conflicts of interest, political activity, gifts or gratuities given to employees, outside employment, and other phases of activity which may be matters of concern to Treasury employees, are set forth in Chapter 735 of the Treasury Personnel Manual. Each employee in the Mint is required to know the standards of conduct and their application in his case; to seek information from his supervisor in case of doubt or misunderstanding on the application of the standards; to adhere to the standards of conduct; and to be aware of the consequences of violation of the laws, rules and regulations in regard to conduct. Copies of Chapter 735 are available in pamphlet form for all employees of the Bureau of the Mint. They may be obtained in the personnel or administrative office.

Now, a  
**4.15%** RATE on  
**SAVINGS BONDS**

File copy



# The Mint OBSERVER



Volume V

August 1967

Number 1

## NEW PHILADELPHIA MINT INDUSTRIAL GIANT TAKES SHAPE

Shortages of skilled labor, poor weather and strikes have caused some delays in the construction of the new mint in Philadelphia, but the building has now taken on the shape of a giant of the future -- a unified operation that will be capable of producing 2 billion coins in an 8-hour day.

Inside the pink granite facade, the main production and support areas and the offices are defined and supported by a solid frame of steel girders and reinforced concrete.

In the basement are the massive concrete foundations which will bear the weight of tremendous mill stands. Between these pillars are the pumps and water treating tanks, the generators and electric power control center which will supply vital electricity and water to operate the machines and to cool 18-ft. ingots --- the heart of the plant is formed.

Above ground men and machines are at work on various phases of the construction. The supporting foundations for the induction reheat furnaces are being laid out; concrete is being poured for supports for the other mills; prestressed concrete beams are being moved into place on the roof, three stories above ground level; the granite facing will soon complete the outside walls and cement blocks are being used to complete the interior walls. A complex air treatment system is being installed to completely control the atmosphere of the plant.

The offices and die shops which face Independence Mall are already constructed. On the other side of the building, trucks unload construction materials at the finished docks. Elevators are being installed in their prepared shafts, and the visitors' escalators are going in place. A temporary power source is being connected, and by fall the building will be operating on part of its permanent electrical system. Also by late fall, the building will be closed in, and the weather outside, and all equipment-supporting foundations will be poured. Then the installation of the modern and expensive production equipment -- automatic shears and scales for cutting and weighing raw materials, two-story melting furnaces and semi-continuous casting machines, reheat furnaces,

breakdown mills, "scalping" equipment, rolling mills, and coin rollers -- can proceed. High overhead, 20-ton-capacity cranes bridge the 120-ft. span of the rolling area. The cranes are ready to move equipment and materials the entire length of the 600-ft. room. In the coining areas and the maintenance shop, smaller editions of these cranes are ready to serve at the push of a button.

The sprint for the finish line will begin early next year, but it may be some time before the old Philadelphia Mint is shut down. The equipment for the new mint is the most modern in the world; some of it has been developed specially for the Mint, and many of the pieces are still new to industry. Plans call for the revolutionary coin roller to be in running order in the old plant; and semi-continuous casting machines can be observed in operation elsewhere, but it is a complex task to get every single portion of a complete production line coordinated to run as an uninterrupted operation. When this is achieved, Philadelphia will have the most efficient Mint in the world.

## RECORD BOND SALES NOTED

The new Freedom Share-Series E bond combination proved popular with government employees in general and Treasury employees in particular. On July 19, 1967, President Johnson announced that the 1967 campaign set a 21-year record for savings bond sales. Almost 80% of all Federal government employees bought bonds and 34 agencies reached the campaign goal of 80% participation. This is a better record than at any time since World War II.

Of the 15 agencies which achieved 90% or better employee participation only 4 bested Treasury. The staff of the White House and the National Aeronautics and Space Council reached 100% participation. Treasury reached 92.79% employee participation.

In the Bureau of the Mint we stand seventh of the 12 Treasury bureaus and offices. Of the 2,054 Mint employees, 1,938 were taking part in the Savings Bond program in July -- that is, 94.35%.

## NEW SUPERINTENDENT



Superintendent Marian N. Rossmiller is pictured above in the Denver Mint office which she has occupied since August 1, following former Superintendent Fern V. Miller's retirement. She is responsible for directing, planning and coordinating all activities of the organization. Prior to her appointment, Mrs. Rossmiller had worked with her husband's firm, the R & C Wholesale Company, a Denver tobacco and candy firm, and had also served as an employee of the Probate Court of Denver. She has long been active in community affairs in Denver and has served as Democratic Party Captain of District 6-B in north Denver.

## 'THE VOICE' AIDS SECURITY AT FORT KNOX

The article reprinted below appeared in the June 11, 1967, issue of The COURIER-JOURNAL & TIMES of Louisville, Kentucky. In a letter to this office, with which he enclosed the article, Victor H. Harkin, Officer in Charge of the Fort Knox Bullion Depository, stated: "It will be readily apparent that we have a Communication Service to the Public that has no equal in any Department in the Government. After all, "talking trees" are not a thing one runs across in every shire and hamlet. Not many golf courses have them either....I have always maintained that some of the finest security at the Depository derives from the outlandish stories that circulate about it."

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Relax, pal.

No goldfingered hooker is going to carry away samples from the Gold Depository at Fort Knox.

Not as long as "the voice" is there.

The No. 3 fairway at Lindsey golf course is close to the octagonal fence that surrounds the Gold Depository. From \$12 billion to \$15 billion worth of gold, depending on whose estimate you take and what time of day it is counted, is within the confines of this well-protected and unpretentious structure.

Bordering the fairway on the left is a line marked "Out of bounds, don't go beyond this point."

"It's a bad place for a hooker," said Colonel LaVerne Graff, director of the communications department of the Armored School and Chairman of the Lindsey golf committee.

"What happens?" I asked, "if you do go beyond the out-of-bounds marker?"

"A voice will sound out of the trees," said Colonel Graff. "It says, 'Don't come, any closer.'"

"What if you do go closer?" I asked. "What happens?"

"No one, after hearing the voice, ever has," said the Colonel.

And so, to put it more accurately, the inventory of the Gold Depository is roughly \$12 billion and a flock of golf balls, which is a pretty good side concession for the U.S. government.

No. 3 isn't the toughest hole. The real hard one is No. 5. The restrictions placed on No. 3 are so unnerving that No. 5 is harder to play than it ordinarily would be.

# THE MINTMARK STORY

On June 24, 1967, Congress repealed the last sentence of Section 3517 of the Revised Statutes (31 U.S.C. 324), which prohibited the inscribing of mintmarks on any coins during the five-year period beginning on July 23, 1965, except coins struck at the Denver Mint as authorized by law prior to such date.

The repeal of the prohibition against mintmarks restored to the Treasury Department discretionary authority which has been exercised for more than a century to place mintmarks on coins when it is deemed to be in the public interest. The annual dating, which has now been resumed on a normal basis, and the mintmarking of coins are essential means of controlling and identifying the output of each of our coinage mints.

In May 1967, the Director of the Mint appeared before the Senate Banking and Currency Committee to testify in support of the legislation restoring mintmarks to coins. Her statement was both informative and entertaining and has been reprinted here, in part, for the benefit of our readers.

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"The use of mintmarks was adopted pursuant to the Act of March 3, 1835, which established the first branch mints of the United States. The Act provided that the Director of the Mint should prescribe regulations for discriminating the coins stamped at each branch and at the parent mint, itself. This provision was the result of a recommendation by the Director concerning the central control of the coinage so that a coin emitted from any branch of the establishment would be exactly standard. The use of the mintmark also insured recognition of the mint of issue when coins were received in circulation or returned to the mint. Thus, the responsibility for the coinage was established.

"When the coinage laws of the United States were codified into the Coinage Act of February 12, 1873, all references to mintmarks were dropped. It then became discretionary on the part of the Director of the Mint as to whether they should, or should not be used. Except for the Philadelphia or parent mint coinage (which only carried a mintmark on the World War II silver five-cent piece), all of my predecessors as Directors of the Mint deemed it necessary to continue the inscriptions of the mintmark on the coinages of all the other mints. Accordingly, it was inscribed on all of our coinage -- that is, until 1965.

"The United States' use of the mintmark was based on the long-established practice of foreign governments having more than one mint establishment; for example, at the time of the establishment of the United States Branch Mints in 1835, the French Government had ten Mints. The coinage of the several mints in

the French system was distinguished by a letter of the alphabet assigned to each, and reserved pieces of coin were forwarded to a central commission periodically for an examination.

"We have a similar system in the United States today for examining and testing the output of each of our coinage mints. In fact, this system itself derives from an act of 1792 which provided for the coinage to be examined by a special commission. Each year the President, himself, names public members who, together with statutory officials, meet at Philadelphia. It is there that the "Pyx Box," containing the coins of each mint, reserved for the Commission, are brought out for examination and testing.

"Although samples of the coinage of each of the Mints presented for the Assay Commission examination are originally in sealed envelopes, once they are removed, they lose their identity of origin. Restoration of the mintmarks will make it possible for the Commission to accomplish its task with much more certainty. In addition to the Annual Assay Commission test, specimens of the coinage of each of the mints are sent to the Laboratory in the Office of the Director of the Mint in the Main Treasury, for testing before issue. Here, too, it would be beneficial to have the mintmarks on the coins to provide assurance as to origin.

"During fiscal year 1966, total production of our coinage plants amounted to 9.6 billion coins. Our production program for fiscal 1968 calls for the manufacture of 6.6 billion coins. Every effort is made to assure that the coins measure up to the highest standards which the public has the right to expect. However, because of the very nature of the manufacturing operations which it performs, the Mint and the employees working in it, are not infallible. It is for this reason that resumption of the mintmarking will enable the Treasury to identify the specific mint that produced any questioned coin that does not meet established standards, and to take prompt corrective action.

"When a planchet of metal goes into one of our coinage presses, its entire character changes. Once the dies have impressed upon the blank metal all the prescribed legends, inscriptions, devices, and the date, it becomes money of the realm.

"Not only does it become money of the realm, it becomes a personality all of its own. This personality, in the form of a coin, has many facets. It voices our faith in the Deity. It tells us that the full faith of the United States Government assures the worth of this coin. Through the eyes of the sculptor whose initials appear on the portrait, it tells of the President the nation honors. It reminds us of the liberty we enjoy and have fought for and are still fighting to protect, in this year of our lives, and for the years since this na-

(continued on Page 4)

## MINTMARK STORY (continued from Page 3)

tion came to be "one out of many". And some of our coins, which carry the eagle, remind us of the role it serves as the watchful guardian of these freedoms we enjoy. (For a little penny or a dime, one can buy a lot of history.)

"All we lack now is the remaining birthright due this planchet, as it goes through the stamping presses. This is the alphabetical letter which designates by its presence which minting institution, other than Philadelphia, brought this coin into existence...

"In doing my homework to prepare for this mintmark hearing, I have become particularly impressed with the similarity of the practices involving the marking of coins, with those our British cousins use in hallmarking their silver. In fact, through periods of history, the British have protected the melting down of their silver coin for use in silverware, by prescribing a higher fineness for the silverware. In addition, to assure that this higher alloy fineness was being used, in 1300 they started the practice of requiring that all silverware manufactured be taken to an assay office, there to be stamped with an assay office mark after proper tests had been made to assure that the alloy was up to standard. The history of the English hallmarking law, requiring the assay office stamp is indeed interesting and if you do not think, Mr. Chairman, that I am burdening the record unduly, I offer a summary for your consideration.

"As an example of the rich history which can be told by an assay office stamp, I would like to show you a ladle. From the initials appearing on it, one might surmise that it was presented by a young swain to his betrothed and in late years became a family heirloom. Of course, we cannot establish any-

thing about the ownership of this piece, but we can tell about its history by the markings, which appear on the back of the ladle handle. The first symbol, a small letter "a" in a rectangle with squared edges, tells us that it was made in 1776 -- the year of the American Declaration of Independence. The third symbol is what is known as a "lion passant". This symbol was introduced in 1544 and is used by all the English offices to denote that a silver article is of the sterling standard. The fourth symbol, bearing the initials "WS" over "RC" tells us that this ladle was made by William Sumner and Richard Crossley who first registered their names at the London Goldsmiths Hall in 1775. And to finish my story, the second symbol, a crowned leopard's head, tells us that this piece was officially examined and stamped by the assay office in London, England.

"Can we not conclude that if an assay office stamp on British silver has served a useful service for over six hundred years, it can serve well as a device to protect the coinage of the United States...

"In the years which lie ahead, the Mints will be turning out millions and millions of coins. With the restoration of the mintmarks on them, the Director of the United States Secret Service, Mr. James J. Rowley, is in agreement with the Mint, that we will have an additional security tool in our efforts to protect the integrity of this coinage.

"As I close, Mr. Chairman, I would like to thank you and your members for their indulgence in bearing with me in presenting the practicalities involved in mintmarking, as well as some of the historical sentiment which also attaches to this very interesting subject."

## DIRECTORS MEET SOUTH OF THE BORDER



Director Eva Adams converses with Senor Alfredo Mere, Assistant Director of the Mexican Mint, during her recent visit south of the border at the invitation of the Mexican Government. Other officials pictured from L to R are: Ing. Carlos Martinez, Director of the Mexican Mint; Senor Miguel Munos of the Mexican Numismatic Society; and Senor Jose Canco de Mexico and other financial institutions and toured various historical sites.

## NEWS OFFICE OF THE DIRECTOR

The ranks of the Office of the Director swelled considerably during the summer months as a small army of summer employees congregated here from all over the country. But, with the approach of September they dispersed just as quickly as they had gathered.

DIANNE WILLIAMS was the first to leave in order to make preparations for entering her freshman year at Howard University....HAROLD CLEMENTS, who served as a Student Assistant in the Management Analysis & Production Division, is continuing his education at the University of Miami where he is a senior with a major in economics....Another Student Assistant, ROBERT JOHNSON has returned to the University of Pennsylvania for further study in the field of International Business....HARRY HANSON, who, in June, returned to the Mint for the fourth time (we believe that's a record) has left again for Maryland University where he is in his junior year in pre-law.... We congratulate Harry belatedly on his marriage to the former Elizabeth Bauersfeld. The wedding occurred between his third resignation and fourth appointment. ...Following in Harry's footsteps, JOE SMITH received his second appointment to the Mint in June and is now back at Howard University as a sophomore in the School of Dentistry....A crack' typist from Topeka, Kansas, joined us for the summer. IANA RINGS recently departed to commence her junior year at Washburn University where she is majoring in French and German....MARILYN BURNETT, who spent the summer in the Budget and Finance Division, has begun her sophomore year at the Norfolk Division of the Virginia State College....TIWANA CHRISTIAN of the Files Section has left to complete her education at Eastern High School....and, DIXIE THURMAN, who held a permanent position on the Director's staff, had to cut short her stay in Washington to return to Utah. Her husband Ronald has been awarded a scholarship at the University of Utah to complete his law studies.

This deflation of our workforce has been buffered somewhat by a number of recent arrivals....CYNTHIA ONTIVEROS, a graduate of Northwestern High School in Hyattsville, Maryland, is serving as Clerk-Typist to the Internal Audit crew....FREDERICK W. TINGLEY came to the Personnel Division from the Bureau of Inter-American Affairs, Department of State. Previous to this latter assignment with the State Department, Fred spent two years as Vice-Consul at the U. S. Consulate in Oporto, Portugal. He is fluent in Portuguese and Spanish. Fred replaces MARTHA REEVES who recently resigned her position here to move to New York City.... A familiar face from the San Francisco Assay Office, CHARLES "MARV" WILLIAMS, is now in the Office of the Director as Procurement Agent...MARY JO DURKIN, a Catholic University graduate with an AB Degree in sociology has joined the Statistical Staff....and, SHARON DONOVAN, a graduate of Holy Trinity High School, is SHEILA MCGILL's replacement in the Management

Analysis and Production Division. Sheila gave birth to her first child - a son - in May.

KENNETH M. FAILOR closed the book on his colorful Treasury career which spans a period of over thirty years. His retirement, however, promises to be as fast paced as was his professional career. He and Mrs. Failor will begin the fall season at their resort hotel in Rehoboth Beach, Delaware. After that there's travel in New England, a stop in Ann Arbor for the Michigan State vs. Ohio State game, home in Washington for the Christmas holidays and with the new year... Europe. The new chief of the Coin Management and Public Information Division is ROY C. CAHOON, who, prior to his current appointment, served as Public Information Specialist in the Office of the Secretary of the Treasury.

Latest word from Seville is that Sandy and John Absalom have become parents for the second time. This time it's a girl. Since their arrival in Spain about two years ago, Sandy and John, who now holds the rank of Air Force Captain, have traveled in England, Morocco, Greece, Rome, Lebanon, Jordan, Syria and Egypt.

It was a proud day in spring for Nellie Folliard when her son, PAUL, received the Harold G. Hutson Award, the highest honor attainable at Greensboro College, North Carolina. Paul is now working as parole and probation officer for the State of Virginia.

Wedding bells sounded in July for MARY CLIFTON who is now MRS. JOHN WATHEN. In attendance as Maid of Honor was SUE GAY....NANCY CARWILE, daughter of Mr. and Mrs. SIDNEY CARWILE, was married to James B. Rittenhouse on August 19.

Congratulations to P.M. WILLIAMS who was honored by the Secretary at the Fourth Annual Incentive Awards Ceremony for her superb public relations work in the Office of the Director.... and to JEANNE WOOD and HOWARD JOHNSON who were recently awarded within-grade increases for superior work performance....PHIL FETZOLD came through with a time-saving idea, pertaining to the work of the lab, which brought him a \$50 check.

### JOB OPPORTUNITY FOR HANDICAPPED WORKERS

Employers know from experience that the handicapped individual, when matched to the requirements of the job, is no longer handicapped.

Employers should endeavor to provide wider employment opportunities for the handicapped by adhering to those personnel policies which promote the hiring, retention and advancement of these individuals on a sound basis. Thus the needs of the handicapped are best served while they, on their part, can become self-supporting members of society. (National Association of Manufacturers Policy Statement)

# NEWS

## NEW YORK ASSAY OFFICE

For lo, the winter is past, the rain is over and gone; the flowers appear on the earth; the time of the singing of birds is come, and the voice of the turtle is heard in our land. (Sol. 2:11-12)

The coo of the turtledove has barely been heard in New York this year. The men at the Weather Bureau, who can take weather abnormalities with a detached pragmatism, agree that winter 1967 has been the longest, coldest, and rawest recorded in fifty years. Natives of New York claim that if one can survive the climate in New York City he can live anyplace in the world in relative comfort. The spring-that-hardly-was brought two days of thunder showers and then faded into summer. With the Annual Settlement over, we are all tired and looking forward to vacation time.

Many people took spring cruises to the Caribbean. During May, MR. AND MRS. THEODORE DAVIS visited Barbados and Trinidad. The ABRAHAM HOCHMANS and the NICHOLAS BOCCASINOS went to Puerto Rico and Aruba. Mrs. Boccasino won the cruise in a raffle.

Expo-67 in Montreal will be the destination for many in the Office this summer. MR. AND MRS. JOE LEBRIO, MR. AND MRS. RUDY SCHOLZ, LARRY ZINGALES, MARIO MELE, MR. AND MRS. VINCENT COLLURA, MR. AND MRS. AL DELL'OSSO, and ERNEST PHILIPP all plan to attend the World's Fair.

STEVE HAGEDORN is going on a tour to Washington, D.C., Williamsburg, Gettysburg, Princeton, and other points south.

It has been reported that two members of the Guard Force have suddenly become interested in cameras. Smiling RALPH ALESSI and SAM DIAMOND have joined an Art Camera Club.

BOSTON BENBOW has recently bought a new brick house in Cambria Heights, Queens. Boston plans to spend his vacation working around the house.

We are happy to have HORACE BOOZER back after an extended illness. Horace works in the refinery.

WENDELL BOOKER, Head Laborer (Custodial) passed away in December. Wendell was a long-time employee of the Office. Prior to coming to the Office, he was a song and dance man in vaudeville. WILLIE BERRY recalls seeing him perform in a theatre in West Palm Beach, Fla. in 1940. Wendell was the Treasurer of a BPOE Lodge in Brooklyn.

CATHRYN DAWSON resigned to relocate in Ohio. She plans to open a guest house for tourists. LINDA BEGLEY resigned to take up her new duties as a mother. And HAROLD SICKER has left us to become one of New York's finest--a member of the Police Department.

The Assay Office takes pleasure in welcoming the following new employees: NORTON M. WEISS, Head, Building and Mechanical Division; HYMAN RICHMAN and ANTONIO MANNINA, Laborers (Custodial); EDITH ANTENUCCI, Secretary; HARRY HAYES, Accounts Maintenance Clerk; BARBARA SIMS and MABLE GARRY, EAM Operators; FINN JONASSEN, Electrician; ANTHONY CUCCURULLO, Guard; SUSAN HEDDERMAN, Secretary; SEBASTIAN BENENATI, Plumber; REGINA PISTILLI, Personnel Clerk; JOSEPH LEBRIO, Supply Clerk; and HENRY OSTRANDER, JOHN OSTRANDER, AARON JONES and ABRAHAM DUNETZ, Laborers (General).

Also heading south are: WALTER KING who will motor to Tennessee and then to Alabama, where he will visit relatives; RAYMOND COX, who will spend a few weeks with his parents in North Carolina; CLINTON TERRY who will visit his wife's parents, also in N.C., and who hopes to get in some fishing on the trip; and CHARLEY TORRE and PETE REYNOLDS, who will be flying to Miami Beach for two weeks of swimming and fishing, after which Charley will go to West Palm Beach to visit his sister.

PETE ILDEFONSO plans to spend his vacation at his summer home on Long Island. Pete is a modern day Ike Walton.

DOMINICK SAVINO is having his passport renewed--he and Mrs. Savino will fly to Paris and Rome.

PAUL MAGUIRE will attend the 100th birthday celebration of a hunting friend in Glenrock, Wyo. Afterwards he will continue on to the West Coast.

Among those who will spend their vacation working around the house are BEN URSO and SOL SPIVAK.

BILL REPETTI and family are planning to spend their vacation moving from Manhattan to their home in Monroe, New York. Bill will then join the ranks of the commuters.

BILL DALY and BILL HUBEN are going camping. Bill Daly and his sons Bill and Peter plan to spend a week in the Adirondacks. They will pitch their tent by the Schroon River and swim, fish and eat. Bill Huben and family are returning to camp for the tenth year.

LOUIS NIGRO and family plan to spend two weeks surf casting at Cape Cod. While in New England, they will visit the Catskill Game Farm, Humpty-Dumpty Town and a dude ranch.

Monica and VIC CARUCCI are the proud parents of Mary Ann, who was born on June 10th. Mary Ann weighed 5 pounds, 9 ounces.

Also, we welcome BRENDA BROWN and MARILYN WHITE, our two summer working aids who have been employed under the "Youth Opportunity Campaign."

(continued on Page 7)

# NEW YORK NEWS (continued from Page 6)

GREG BIZZOCO, Scale Builder and Adjuster, received a Superior Work Performance Award.

The Assay Office conducted a seminar for all supervisory employees on Equal Employment Opportunity on May 25 and 26. Mr. Lloyd Sealy, Assistant Chief Inspector of the New York Police Department, was the guest speaker. Chief Sealy was placed in command of the Harlem precinct during the demonstrations last summer. His speech was inspirational.

RICHIE MARAVILLA's son Kenneth has completed his first year at Downstate Medical College, and has a summer position as an aide in the Surgical Department at Maimonides Medical Center in Brooklyn. Richie plans to spend his vacation working around the house.

JOHN REDMOND has been promoted to Foreman, Make-Up Section following the retirement of SAL RUSSO.

EDITH DORFMAN, Secretary, and ROSEMARIE CASELLI, Payroll Clerk, received quality step increases for their superior work performance. HENRY ALBITZ and TIMOTHY CHANG received cash awards for adopted suggestions.

SAL PRISCO's daughter Mary Ann graduated from St. Joseph's Elementary School. She will enter Bryant Junior High School in Ridgeside, Long Island.

Since GLORIA KASPORWITZ's beagle Elvis got lost and was found on the other side of Avenel, N.J., he's been tied to the clothesline in the back yard. Does Elvis lead a dog's life? He lives in a shingled dog house with a boardwalk and wall-to-wall carpeting and he won't eat dog food!

HARRY HAYES' son Richard has just completed his third year of dental school at the Medical College of Virginia in Richmond. As part of his course, he is working in the dental clinic this summer. Richard received a \$500 scholarship for use in his senior year. Harry's younger son Mike attends the R.C.A. Institute in New York. Harry and Mrs. Hayes plan to vacation in Fort Lauderdale, Fla., in August.

CARL WEITZ's daughter Julie graduated from Erasmus Hall High School in Brooklyn. Julie will matriculate at Kingsborough Community College where she hopes to become a teacher like her mother. Carl and family plan to fly to Michigan for a visit with relatives.

Mr. and Mrs. HARRY BOYKO have recently become grandparents for the first time. Richard and Eleanor are the proud parents of Donna Jean who weighed 7 pounds, 10 ounces at birth.

CAROL WILKES' son Stephen has finished his third year at the New York Academy of Aero-

nautics. Stephen has a summer job with United Parcel. In September he plans to fulfill his military obligation by enlisting in the Navy. Carol's daughter, who is the New York State Lightweight Judo Champion in the Girls Division, is now studying karate.

PAT DAURIA's son John Patrick and family visited Pat for ten days this summer. John Patrick lives in Chicago.

BILL PARKER and family will go to Portsmouth, Virginia, to visit Mrs. Parker's mother. While there, Bill plans to fish in the Tidewater Bay.

FRED BLIEFERNICH's two sons graduated from high school this year. John graduated from McKee High School and received the John F. Kennedy Memorial Citizenship Award for outstanding citizenship. Robert, who graduated from Brooklyn Technical High School, will study for the ministry at August Stana College, Sioux Falls, South Dakota.

The Assay Office welcomed the following members of the 1967 Annual Settlement Committee: BERT MAHONEY, Chairman, San Francisco; CHARLES GEORGE, San Francisco; DICK LORD, Denver; JAMES WOLFE, Fort Knox; GUS ALBINO, Philadelphia; and JOE HORTON, Washington. Assay Office personnel who went out on Settlement are: VINCE COLLURA and BILL FRAZZITTA, Denver; JOE NUGENT, San Francisco; and JERRY YELLIN, Philadelphia.

Richard and Robert Matteo, sons of Marie and ANTONIO MATTEO, graduated from Sethlow Junior High School, Brooklyn. Next year they will enter F.D.R. High School.

Mr. and Mrs. TOMMY ANTONELLI became grandparents for the first time on June 1. Thomas, Jr. and his wife Pat are the parents of John Thomas, who weighed 8 pounds, 13 ounces.

JAMES O. WILSON, who returned to the Assay Office after a short spell with the Post Office, reported for Army Reserve duty on July 1st.

TIM CHANG received a suggestion award for adapting a holding device to the portable grinding machine so that the shaper hydraulic machine is transformed into a surface grinder.

Guard JOHN PRENDERGAST is in Kings County Hospital having his nose operated on due to a bout with a subway wall. It looks like the Guard Force will have another Clark Gable after the plastic surgeons complete their work. We are happy to report that Guard JOSEPH MC GUIRE is back at work in good health after his rest in St. Clare's Hospital. He had an argument with a taxi and the taxi won!

**YANCEY CLARK**

## SECURITY AND INDIVIDUAL RESPONSIBILITY

Security is a personal responsibility for each of us in the Mint Service. Since effectiveness of a security program is entirely dependent upon the discharge of individual responsibility, I urge each of you to become familiar with the rules and regulations of the Bureau and supplementing regulations of your particular field installation.

Personal conduct of a high standard is an essential part of our job; therefore, even small and inadvertent breaches of honesty and ethics can undo years of effort which the Mint Service has endeavored to maintain.

Our adherence to these high standards will be measured not only by daily work achievements, but also by the responsibility we show toward our product, equipment and facilities.

Protecting our values and property from loss, theft, damage, or unauthorized use is the responsibility of each of us. A dishonest act on the part of one individual will reflect on all of us. In order to maintain the integrity of the Mint Service and to protect our own individual honesty, any loss or discrepancy in values should be reported immediately to supervision.

Complete interest in the protection of values, equipment and property is necessary for the most efficient performance of the Mint Service's work.

Interest and personal satisfaction in your job is increased by thinking security and acting security; by thinking protection and acting protection; by thinking prevention and acting prevention.

As an employee of the U.S. Government, you are constantly in the public eye. Misconduct of any nature will reflect on each of us individually and on the Mint Service.

Paul J. Paterni  
Security Officer

### THE SAFE APPROACH



George A. Basquez, Scale Builder and Adjuster at the Denver Mint, demonstrates the wrong and right of operating a worksaver. The first photo portrays the employee riding the worksaver, which represents a hazard to himself and his co-workers; the second photo shows the correct procedure -- that is, walking and leading.

## SAN FRANCISCO NEWS

The editor of the Mint OBSERVER in Washington recently requested a few words about the edifice on the Rock just off outer Market Street known as the United States Assay Office at San Francisco. She stressed that emphasis should be placed on the present and future rather than on the controversial and sometimes turbulent past. Yet, it is only through past mistakes and baptisms of fire that solid futures can be built.

The story in San Francisco is that of a host of people who have done, are doing, and will continue to do a magnificent job in combating the almost endless series of crises that have beset the Office of the Director of the Mint in the past half decade.

The first and greatest challenge was the critical coin shortage. The San Francisco branch of the Mint family helped to solve that problem with inadequate equipment, inexperienced help, and a building that had to be hastily converted from office to factory operation. But that is the past, and many words have already been written on the subject and many people have been praised and awarded for their part in carrying this phase to its successful conclusion.

The latest demand of the intellects and energies of the people here involves the shipment of huge quantities of silver that have been stored in our vaults for many years. This complicated and difficult operation, together with the needless demand for silver in exchanges for certificates, has brought additional strain and anxiety to those responsible for the successful handling of this enormous undertaking.

We have purposely avoided mentioning any of the names of the good people who have performed so well throughout these times. To name some would only be a slight to others unmentioned. The heroics extend far below the "top level" and throughout the rank and file of mintmen and mintwomen whose efforts go relatively unnoticed.

One name is going to be mentioned here in passing, a name symbolic of the kind of people about whom we have been speaking. It is doubtful if anyone in Denver, Philadelphia, or New York ever heard of him. But we in San Francisco knew him and knew him well. His name was ED GIORNI, a quiet, kindly man who lent his untiring efforts to our entire operation from the very beginning of the reconversion efforts. Ed died a few weeks ago, worrying about his coin presses even on his death bed. No man was ever mourned more sincerely by the people whose privilege it was to work with him.

**DONALD DWYER**

## MINT HIRED 34 FOR SUMMER

A total of 34 young people were hired this summer in the Office of the Director and the field offices of the Mint under the Youth Opportunity Campaign.

The problems which the Youth Opportunity Campaign sought to help overcome were large ones. The wave of postwar youth which moved into the job market in the mid-1960s brought with it many serious economic and social problems. In an average month, about one-third of the unemployed persons in the U. S. are between 16 and 21 years of age. These problems become more acute during the summer with the influx of youth seeking temporary or permanent employment. The impact of youth unemployment is particularly heavy in slum sections of major urban areas where youth jobless rates as high as 25 percent are not uncommon.

To help alleviate the situation, the President set an employment goal of 1.2 to 2.0 million jobs for youth this summer. Local employment service offices made 360,000 placements during the first six weeks of the program.

## NOTES

In accordance with the instructions published by the Civil Service Commission, employees are reminded of their responsibility in the event of an enemy attack on the United States--go to the nearest Post Office, ask the Postmaster for a Federal employee registration card, fill it out and return it to him. Not only will this card enable the Government to utilize your services following such an attack, but will place you on the roster of active employees to whom pay will be forwarded. Keep in mind that this reporting procedure is applicable only under emergency conditions which prevent you from reporting to your place of employment as usual.

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Equal Employment Opportunity seminars have been conducted in each field office of the Mint and 335 supervisors have been trained in this area.

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All offices of the Bureau of the Mint are now operating under a new wage system for ungraded Mint employees. It is the Interagency Advisory Group Adaptation of the Army-Air Force Wage System. It employs 21 grade levels with a single rate in each grade. The Treasury Department Wage Board approved the system on January 4, 1967. In April 1967, the last of the Mint offices put it in effect.

## NEWS

## DENVER MINT

It wasn't only June that was "busting out all over"; it was the Denver Mint! With the Settlement Committee, the General Accounting Office auditors and a task force from the Office of the Secretary, our visitors were hard-pressed to find office space. Room also had to be found for the six young students hired for the summer. Incidentally, the Denver Mint was the first of all local Government agencies to hire and place on duty its quota of youths under the Youth Opportunity Program. This was made known at a meeting of the Denver Federal Executive Board.

PAUL MAGUIRE (Assayer, New York Assay Office) and family stopped by for a short visit. They were headed for Wyoming that day.

All Bliss presses acquired from the Department of Defense have now been removed from the Tramway press room and shipped to San Francisco. Five wide-frame Columbia coin presses have been received, four of which have been placed in service. The old Carson City press is being readied for return to the museum in Nevada, and this has had a nostalgic effect on HENRY RIDDICK (Coining Division), as evidenced by the following poem:

"In August, nineteen sixty-four  
Old Carson's name was called once more.  
For want of an extra press,  
We faced an economic mess.  
Not one to quail in hour of need,  
Old Carson listened and paid heed.  
Tho' tired from years of strain and stress,  
Old Carson told the Nation 'Yes'."

The author also added Old Carson's statistics. Total production, all denominations, 1964-67: 113,768,000 pieces.

The security of values in the Denver Mint has been receiving special attention during the last few months. All rules, regulations and practices pertaining to the handling and

security of values have been reviewed, upgraded and implemented through the preparation and issuance of definitive orders to both the Guard Force and all personnel handling values.

Bids are soon to be opened for the sand-blasting of the Mint building. Also, more areas of the building are scheduled for air-conditioning.

A new warehouse facility in the form of a 50' x 75' Butler-type building was erected on the Mint parking lot a few weeks ago. This building, used for temporary storage of incoming metals, has proved so advantageous from the standpoint of both available storage space and improved appearance of the Mint premises, that a second building of the same type is planned for the immediate future.

One Rens electronic metal detector and three Rens electronic squealers have been received from the manufacturer. Also, two Rens electronic squealers have been received from the San Francisco Assay Office. This metal detecting equipment will be placed in service when space is made available.

Two officers of AFGE Lodge 695 (Denver Mint), ALBERT KILLIAN and JOHN THIEL, attended an AFGE convention in Washington, DC in June.

Mint personnel were recently alerted to a proposed visit to the Mint by movie star Sidney Poitier and family. Apparently, his visit was too brief to do any sightseeing but his publicity agent did hand out a few passes to "In the Heat of the Night".

VIRGINIA DUDDESON, Personnel Clerk, recently adopted a stray kitten which appeared at the front door before 8:00 AM--possibly to look over prospective owners. He was kept imprisoned and fed until 4:30 PM, when she carried him home. He has been dubbed FEGLI (Federal Employees Group Life Insurance)!

**ALICE WARD**

## SO WHO SAYS I CAN'T WRITE

I think what I want to say before I write.  
I keep the reader in mind as I write.  
I write to express, not to impress.  
I present my material in clear, concise form.  
I include only essential data in logical order.  
I avoid unnecessary and unfamiliar words.  
I use one or two syllable words whenever I can.  
I keep my sentences and paragraphs short.  
I tone my writing to meet my purpose and personalize my approach when proper.  
I double check my statements before release for accuracy and completeness.

With the above as my daily guide, I'll not be guilty of taking the long way around - and losing my reader.  
PRACTICE won't make me perfect; but IT HELPS!

| EXPERT                   |        | SHARPSHOOTER           |        | MARKSMAN                |        |
|--------------------------|--------|------------------------|--------|-------------------------|--------|
|                          | Scores |                        | Scores |                         | Scores |
| Yancey L. Clark (NY)     | 281    | Harold C. Swigeart (D) | 255    | Raymond Wells (D)       | 228    |
| Fowler S. Crain (FK)     | 265    | Roy C. Fokes (D)       | 246    | Robert R. Bailey (WP)   | 227    |
| Charles Bowman, Jr. (D)  | 262    | William O. Bowman (FK) | 245    | Gregory J. Bizzoco (NY) | 222    |
| James C. Galati (P)      | 261    | Charles Sampson (P)    | 241    | Frank Wagner (P)        | 212    |
| Bennie F. Bledsoe (FK)   | 260    | Vincent Lundy (NY)     | 240    | Bruce McClintock (SF)   | 212    |
| Nicholas Marandola (P)   | 254    | Edward H. Passama (SF) | 231    | Joseph Nothnagel (P)    | 211    |
| Richard T. O'Connell (D) | 253    | Peter McGee (SF)       | 228    | James E. Hearne (FK)    | 207    |
| Harold Paulley (NY)      | 237    | Jerry H. Cox (FK)      | 226    | Pasquale Dauria (NY)    | 205    |
| Joseph Biela (WP)        | 221    | Frank Bialoglowy (NY)  | 218    | Roger Vorburger (D)     | 194    |
| *                        |        | Leo Wagtowicz (WP)     | 216    | Robert W. Wheeler (WP)  | 192    |
| *                        |        | Walter Swierzy (P)     | 213    | *                       |        |
| *                        |        | John Wright (WP)       | 195    | *                       |        |
| *2 Blind Scores (SF)     | 420    |                        |        |                         |        |
| 1 Blind Score (WP)       | 210    |                        |        | *1 Blind Score (SF)     | 210    |
|                          |        |                        |        | 1 Blind Score (FK)      | 210    |

| 1963            |      | 1964          |      | 1965          |      | 1966          |      |
|-----------------|------|---------------|------|---------------|------|---------------|------|
| Philadelphia    | 1500 | Denver        | 1484 | Fort Knox     | 1524 | Denver        | 1530 |
| Denver          | 1431 | Philadelphia  | 1437 | Philadelphia  | 1478 | Fort Knox     | 1490 |
| Fort Knox       | 1418 | Fort Knox     | 1429 | Denver        | 1442 | Philadelphia  | 1423 |
| San Francisco   | 1345 | New York      | 1387 | New York      | 1411 | New York      | 1411 |
| New York        | 1342 | San Francisco | 1310 | San Francisco | 1371 | West Point    | 1185 |
| West Point      | 1205 | West Point    | 1275 | West Point    | 1159 | San Francisco | 1024 |
|                 |      |               |      |               |      |               |      |
| <div>1967</div> |      |               |      |               |      |               |      |
|                 |      |               |      |               |      |               |      |
|                 |      | Denver        | 1438 |               |      |               |      |
|                 |      | Fort Knox     | 1413 |               |      |               |      |
|                 |      | New York      | 1403 |               |      |               |      |
|                 |      | Philadelphia  | 1392 |               |      |               |      |
|                 |      | San Francisco | 1301 |               |      |               |      |
|                 |      | West Point    | 1261 |               |      |               |      |

In fiscal year 1968, more extensive training courses for supervisors will be held and the Incentive Awards Program will be included in these courses. The Supervisory Manual now being published for dissemination among division heads in each of our offices will also contain a section on the program.

# EVA ADAMS NAMED TO COMMISSION

Eva Adams, Director of the Mint, is one of four members of the executive branch of government to be named to the newly-created Joint Commission on the Coinage.

In addition to Miss Adams, the Executive Branch of Government is represented by the Secretary of Commerce Alexander Trowbridge and by Charles Schultze, Director of the Bureau of the Budget. Treasury Secretary Henry H. Fowler serves as Chairman of the Commission.

Assistant Treasury Secretary Robert A. Wallace serves as the Policy Coordinator of the Joint Commission. In his capacity as Assistant Secretary, Mr. Wallace has policy supervision over the Mint.

The Coinage Commission was created by the Coinage Act of 1965 to study the needs of the economy for coins and to review certain technological aspects, such as developments in metallurgy and coin selector devices.

The Commission was also assigned the task of evaluating the silver situation and reviewing the "time when and circumstances under which the United States should cease to maintain the price of silver." The Treasury's announcement on July 14 of its decision to lift the ceiling on the price of silver followed such a recommendation from the Joint Commission, which met that same day.

The Commission is expected to make recommendations on the disposition of the 2.9 million rare silver dollars which remain in the Treasury's vaults. The Commission has also been delegated the task of studying the feasibility of renewed minting of silver dollars. The Mint is presently prohibited from producing this denomination by Section 101(c) of the Coinage Act.

The Joint Commission on the Coinage combines a diversity of talents and abilities among its 24 members.

The 16 members of the Congress serving on the Coinage Commission are eight Senators and eight Congressmen well acquainted with the workings of the Mint.

The Senate Banking and Currency Committee contributes the services of its Chairman, John Sparkman of Alabama, and its ranking minority member, Wallace Bennett of Utah, to the Commission. This Senate Committee considered the testimony from Treasury officials regarding the then proposed Coinage Act of 1965 and more recently heard testimony from Mint Director Adams regarding legislation to repeal the prohibition against mintmarks on United States coins. (See story Page 3)

The remaining Senate members on the Commission are John Pastore of Rhode Island, Alan

Bible of Nevada, Thomas Kuchel of California and Peter H. Dominick of Colorado.

The House of Representatives' Banking and Currency Committee is also represented on the Commission. Wright Patman of Texas, Chairman of the House Committee, and William B. Widnall of New Jersey, ranking minority member, have also heard testimony from Treasury on the Coinage Act and have considered other legislation relating to the Treasury Department and the Mint.

Other Congressmen serving on the Coinage Commission are Ed Edmondson of Oklahoma, Robert N. Giaimo of Connecticut, Silvio O. Conte of Massachusetts and James F. Battin of Montana.

President Johnson has appointed eight public members to serve on the Commission. Many of the members are by no means new to the functions of the Treasury Department.

Two Former Under Secretaries of the Treasury are serving on the Commission. Julian B. Beard of St. Paul, Minn., served as Under Secretary for Monetary Affairs from 1957 to 1961. He is presently on the Board of Directors of the First National Bank of St. Paul.

Another Under Secretary, Edward H. Foley, was with the Treasury from 1948 to 1953. Mr. Foley is now with the Washington, D. C., law firm of Corcoran, Foley, Youngman and Rowe.

The mass communications media is duly represented on the Commission by Amos Carter, Jr. of Fort Worth, Tex., publisher of the Fort Worth Star Telegram. Mr. Carter is a well-known numismatist and served on the Annual Assay Commission in 1960.

A second member of the press, Eugene Pulliam, is publisher of the Indianapolis Star and the Indianapolis News. Mr. Pulliam was cited in a recent issue of Time Magazine for the contributions he and his staffs have made to correcting crime conditions in Indianapolis.

William C. Decker, Honorary Vice Chairman of the Board of Corning Glass Works, had previously served the Treasury in consulting capacities before his appointment to the Commission.

The remaining public members of the Coinage Commission are well-known members of the banking community. Samuel Fleming, President of the Third National Bank of Nashville, Tenn., is a past President of the American Bankers Association.

Harry F. Harrington of St. Louis, Mo., is Chairman of the Board of the Boatman's National Bank of St. Louis and H. E. "Gene" Rainbolt is President of the Federal National Bank and Trust Company of Shawnee, Okla.

# NEWS

## FORT KNOX BULLION DEPOSITORY

There is a new housing development under way in Kentucky near the Louisville suburb of Valley Station. It occurs to many people that the builder is probably James Bond, while the architect might've been Ian Fleming. One street is named Casino Royale, another is named Thunderball, a third is called Goldfinger and, believe it or not, the next is Eve Adams! (007 is a fine actor, but a bad speller).

Let's all shed a tear for AL WEAVER, the Administrative Assistant at the Gold Vault. Al is a crusty old Master Sergeant and it looks like he's going to have some tough duty ahead of him--before very long he will have to jump to his feet, stand at attention and say "Sir" whenever his 18-year-old son enters a room. Yep, Al's boy Dennis has been appointed to the U. S. Air Force Academy at Colorado Springs. Al won't mind it a bit, though--he's proud as a peacock--and he should be!!

Incidentally, Al has a very interesting military background. Besides serving in practically every corner of the globe, Al for many years was the personal secretary to General George C. Marshall when the General was Chairman of the Joint Chiefs of Staff. In fact, when Al got married, the General planned to stand up with him, but duty called him away quite suddenly. Who stepped into the picture? Mrs. Marshall! So Al also has the distinction of having a lady for a best man!!

Every once in awhile you bump into someone who's had enough bad luck in a few months to last him an entire lifetime. Our nomination for this unenviable record is JIMMY SCOTT of the Depository Maintenance Force. At Thanksgiving time Jim lost his only daughter in a severe auto accident as she was returning home from nursing school for the holidays. A few months later, his son also received grave injuries in another motor accident. It was touch-and-go for awhile but after extensive hospitalization and elaborate surgery, we're happy to report that young Tommy weathered the storm and is back in circulation--practically as good as new. This would appear to be enough misfortune for any man but even as this is being written, Jimmy himself is in the hospital for an emergency appendectomy.

One of the ironic aspects of Jimmy's latest misfortune was that it robbed the Depository Pistol Team of considerable strength. Jimmy was anchorman in the Sharpshooter group

and was scheduled to go on the range in the Inter-Mint matches on Tuesday morning. He was rushed to the hospital on Monday night. This gave our Lieutenant BILL BOWMAN an opportunity to play the hero role. Bill stepped into the breach as a pinchhitter and with very little preparation, shot a commendable 245.

Speaking of Bill Bowman, he is quite proud, and justly so, of his son-in-law, who recently graduated from the University of Omaha and, just as recently, received his promotion to Major in the U. S. Army. The Major and Bill's daughter are now spending a few days with their in-laws, Dr. and Mrs. R. J. Steinborg in Ft. Lauderdale, Fla. After this short vacation, Major Oldinsky will depart for his assigned duty in Vietnam. By the time you read this, Bill and Mrs. Bowman will have met the Steinborgs at Lake Cumberland State Park for a ten-day vacation.

The V. H. HARKINS of Fort Knox also took an extended vacation--two days! They motored to Charlottesville, Va., where they attended the Commencement exercises of the University of Virginia to see their daughter Pat receive her Masters Degree.

The Gold Vaulters have spread the Howdy Mat and lighted the Welcome Aboard sign for the following new employees: MIRRION BROWN, SAMUEL ADAMS, MACEO W. ARNETTE and JAMES COLE -- all transfers from the U. S. Army Armor Center.

Motoring through Fort Knox a short time ago and stopping to visit the Officer in Charge at his quarters were the Earl G. Losers of Philadelphia. Mr. Loser was the former Chief Accountant at the Philadelphia Mint and was enroute to see his son at Fort Rucker, Ala.

The Depository staff was saddened recently to learn of the death of WILBUR C. STONE, former Guard at the Vault. Wilbur was the first person ever to retire from the Depository because of age. It will be recalled that at the time of his retirement, the Director as well as Mr. Wallace, the Assistant Secretary of the Treasury, were on hand at Fort Knox. Wilbur was always quite proud of the fact that his Gallatin Award was presented to him jointly by the Director and the Assistant Secretary. He was 74 years of age.

**VICTOR HARKIN**

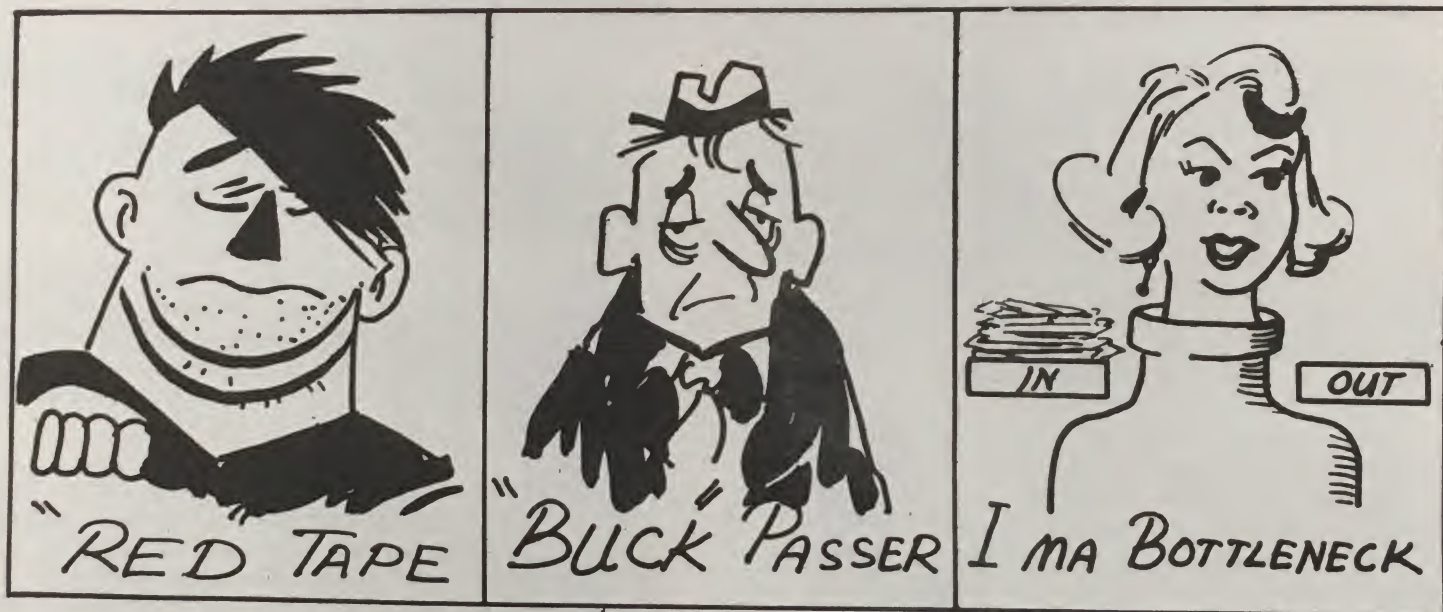
**SICK LEAVE**

USE IT ONLY IN CASE  
OF **ILLNESS**

**KEEP HEALTHY!**  
**IT'S YOUR PUBLIC DUTY**

# WANTED

## FOR THEFT OF TIME AND MONEY

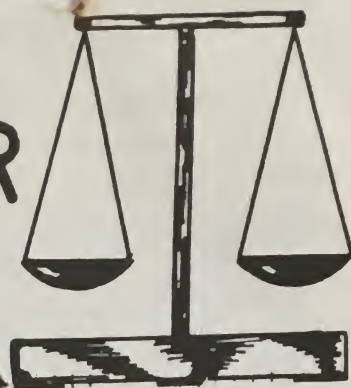








# The Mint OBSERVER

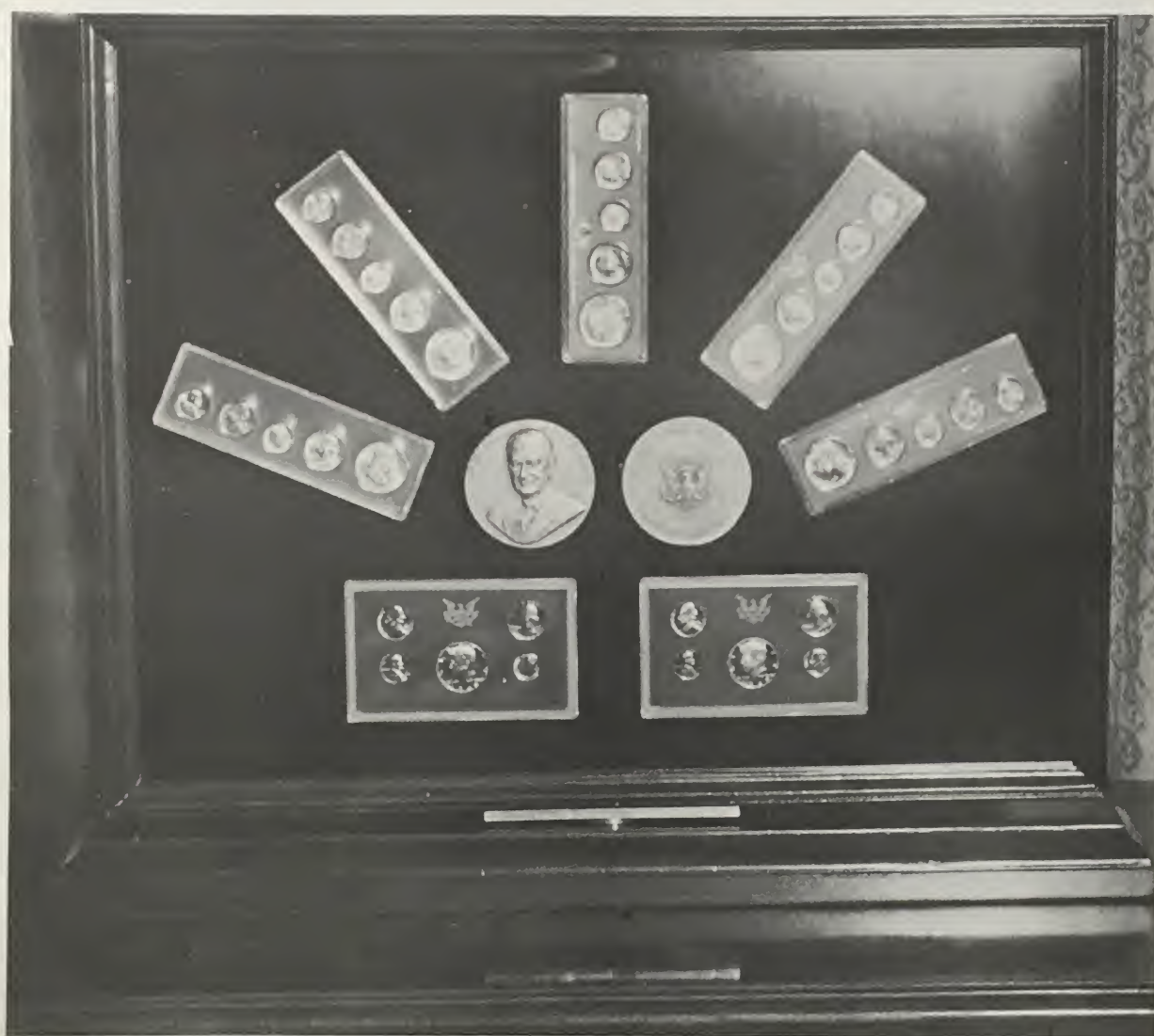


Volume VI

March 1969

Number 1

## THE JOHNSON YEARS



Pictured above is the Treasury Department's gift to former President Johnson, presented to him by Secretary Fowler just before Mr. Johnson left the White House. The collection, mounted on a black velvet field and encased in glass and mahogany, contains the coins and medals minted during the Johnson years. Included are 1963 and 1964 uncirculated coins; 1965, 1966, and 1967 Special Mint Sets; 1968 and 1969 proof coin sets; and two Lyndon B. Johnson Presidential Series medals. The case stands on a swivel base to facilitate viewing of both sides of the coins and medals.

# INAUGURATION DAY 1869

The Main Treasury building was a busy place on Inauguration Day 1969, but it could not equal the excitement of an inauguration which occurred exactly one hundred years ago. In the north wing of the building, in the beautiful marble "cash room", the Inaugural Ball of President Ulysses S. Grant was held. The following article describing the memorable event was taken from BANKING, the Journal of the American Bankers Association, July 1963.

\*\*\*\*\*

"This gorgeous chamber was in 1869 regarded as the most suitable place for the inaugural ball of hero-President U.S. Grant, even though the wing was still unfinished. So the cash room, along with three other large rooms, was temporarily converted into the scene of a memorable event.

"The stone floor was covered with polished wood. Over the west door of the cash room there hung a splendid picture of the Goddess of Liberty; opposite, a portrait of President Lincoln. Upstairs reception rooms were prepared for President Grant and Vice-President Schuyler

## MINT GUARDS UPGRADED

The position of Guard in all offices of the Mint has been reclassified from grade GS-4 to grade GS-5. This action went into effect on February 9. The upgrading followed the publication by the Civil Service Commission of a revised standard for Guard positions. Among the criteria used in determining the higher grade are: (1) the protection of property of critical importance to the nation on a regular and continuing basis; (2) formal training in such areas as riot control, detecting and responding to attempts of sabotage and espionage; preservation of evidence; and report writing; and (3) designation of guards as United States Special Police-men. The guard supervisors have also received a one-grade increase.

Colfax. In the basement and elsewhere were supper rooms. Outside, along the columns on the north, gas jets spelled PEACE in letters 9 ft. high flanked by stars, while below played fountains, illuminated by a calcium light. Two thousand tickets were distributed, each admitting a gentleman and two ladies.

"By 10 o'clock the jam was suffocating. Swooning ladies were being handed about in matter-of-fact fashion, as if it were part of the program. When, at 11, the supper rooms were thrown open, two-thirds of the guests could not get near enough to see the refreshments.

"When the guests started to leave, the apparel in the cloakrooms got shoved about and soon all was a jumble, while the tired and angry claimants jammed outside sweated and swore.

"Hundreds of people had to leave with no wraps at all, while many of the ladies entered the chill March night air with but their thin dress skirts thrown over their shoulders. Next day there still were guests seeking their belongings at the cloakrooms of President Grant's inaugural ball."



# MESSAGE TO TREASURY EMPLOYEES



It is a particular source of pleasure to me to have been asked by President Nixon to serve as Secretary of the Treasury. My memories of the Department go back many years, including those of my service here under President Eisenhower. I have nothing but the warmest feelings for the Department and the deepest admiration and respect for those who serve here.

Many of you I already know personally. In the coming months I hope to get to know and work with many more of you in what I know will be a close and harmonious association.

David M. Kennedy

# MINT NEWS BRIEFS

Director Eva Adams and members of her staff will attend an all-day conference on the Employment of the Blind on February 26, at the Smithsonian Institution in Washington. The purpose of the conference is to explain, extend and expand employment opportunities of qualified and efficient persons...who are blind.

\*\*\*\*\*

Howard F. Johnson, Chief of the Headquarters Laboratory, has been elected President of the Sunshine Fund Association in the Office of the Director. Serving with him during the 1969-1970 term, are: William C. Bowie, Vice-President; Susan J. Ostrow, Treasurer; Juanita V. Bishop, Board Member; and Benjamin M. Horton, Board Member.

\*\*\*\*\*

Called back from his many retirement interests is Ken Failor who left the Mint a year ago last August. Together with Eleonora Hayden, Writer-Editor, in the Coin Management and Public Information Division, he has almost completed an illustrated history of United States Mint medals. This will soon appear as the first catalogue of its kind in Mint history.

\*\*\*\*\*

## COIN PRODUCTION - JANUARY 1969

|               |              |         |
|---------------|--------------|---------|
| Philadelphia  | (Millions of | 113.930 |
| Denver        | Pieces)      | 234.445 |
| San Francisco |              | 32.770  |

In addition, 157,494 - 1969 proof coin sets were shipped to individual purchasers during the month.

\*\*\*\*\*

In 1968, for the second consecutive year, the Mint ranked first among Treasury bureaus in the performance phase of the Incentive Awards Program. Secretary Fowler presented the Secretary's Plaque to the Director at the 5th Annual Treasury Awards Ceremony.

Mr. Virgilio T. Perez, Bureau of the Treasury, Government of the Philippines, was engaged as an AID (Agency for International Development) participant, at Bureau of the Mint Headquarters and at the Philadelphia Mint, during the week of January 27-31.

The Philippine Government is planning to establish a National Security Printing plant to print the nation's currency, stamps, bonds, etc.

Mr. Perez is responsible for developing procedures, techniques, organizational and staffing requirements, and other administrative details necessary to provide adequate protection to the building, equipment and materials of the National Security Printing Plant.

In addition to his study of Mint security, Mr. Perez will receive on-the-job training at the Bureau of Engraving and Printing, and observe security practices and procedures at a large Federal Reserve Bank and at commercial printing plants.

\*\*\*\*\*

The Treasury's Recreation Association is selling tickets to the Annual Capitol Flower & Garden Show at a discount price of \$1.50. The show will be held on March 7-16 at the National Guard Armory. Mint employees may purchase tickets from Susan Ostrow, Room #5130:

Miss Ostrow may also be contacted for information on joining the Association. Among the year-round activities sponsored by the TDRA are: basketball, bowling, bridge, softball, theater, travel, golf, French, and luncheons.

\*\*\*\*\*

President Richard M. Nixon paid a visit to the Treasury Department on Friday, February 14, for a meeting with Treasury officials. Treasury employees, who were given an hour off, lined the halls for a glimpse of the President.

# BUREAU OFFICIAL TOURS MINTS IN FAR EAST

Howard Johnson, Administrative Officer in the Office of the Director, flew on his own to Singapore in December to celebrate the holidays with the family of his son, Bob, who is associated with Mobil Oil Malaya. In addition to Singapore, his facinating 5-week adventure took him to Hawaii, Hong Kong, Thailand, Malaysia, Japan, Viet Nam, and on extensive tours of the Singapore and Thai Mints. Excerpts from a letter he wrote to friends in the Washington Office, including detailed descriptions of the two mints, are printed below.

\*\*\*\*\*

## ON HONG KONG...

"I was met in Hong Kong by two of Bob's men, then on through Kowloon, and across to the island of Hong Kong on the ferry and into my hotel. I didn't have to touch a piece of baggage or even carry my hat. Hong Kong was unbelievable. I roamed the streets for an hour. All shops are open to the street, right on the street, and very brightly lit.

"After lunch the next day, we started the tour of Hong Kong Island. I was squired around the island by Mrs. Helen Chen, who is Mobil's public relations contact. She spoke English fluently, and, having been born in Hong Kong, knew every foot of the island. As this was my first visit to the Far East, everything facinated me. After several hours on the island, we crossed to Kowloon which is the side right next to China. There are many 5 and 6-story buildings on Kowloon, and the people living in each flat may vary from 6 to 20. They are really packed in.

"After dinner, I decided to have another night look at Hong Kong. A rickshaw man accosted me at the door of the hotel, so I decided to try it. Three city blocks was enough of this. I felt that I was falling over backwards all the time.."

## ON SINGAPORE...

"On arrival in Singapore, I had to get through customs, passport exam, and Health and Immigration. There is no visa required for Singapore if the stay is not over 30 days, so I was okay. Needless to say, my reunion with the kids and Evelyn was a wonderful one and we all had much to say to one another.

"I know you would be interested in Bob's house in Singapore. It has 4 bedrooms and two baths upstairs. My bedroom with a bath attached was downstairs on one wing of the house. All of the floors are parquet, a herringbone pattern, black and brown, which is teak and lignum vitae. Also downstairs, are the bar, dining room, large kitchen with butler's pantry, and a 45-foot living room. There is not a screen in the house. The veranda outside the living room is terrazo and we ate out there when we dined at home. Surrounding the house is acre after acre of thick jungle.

"In Asia, every house has lizards running all over the walls which catch and eat all the bugs. It is rather a shock at first to see these things running all around but one gets accustomed to it. Bob has four servants: Waipeng, the cook, who speaks excellent English, Yang, the upstairs maid, who speaks very little, Sapii, the driver, and Yalan, the gardener. Waipeng is Chinese and the others are Malay.

"Evelyn showed me all of Singapore in the time I was there. I also got away a couple of times by myself and roamed the downtown area and the local shopping centers. There is much to see that is so different to what we are used to. Our nights were pretty well accounted for. I was there 29 days and we went to 32 parties."

cont'd on Page 6

cont'd from Page 5

## ON SINGAPORE MINT...

"I also visited the Mint in Singapore. Chartered Industries of Singapore Ltd. is the official mint for Singapore coins. They also manufacture in this plant, munitions for the M-16 rifles used by the Singapore Government, and a .342 caliber rifle bullet for the constabulary.

"They melt no metal here and have just completed the purchase of 21 million cut blanks from the Australian Mint. They upset on machines somewhat similar to our own and strike all their coinage on 4 H.M.E. No. 2 Coinmaster presses. They produce coins of \$1, 50¢, 20¢, 10¢, and 5¢ denominations which consist of a 75% copper-25% nickel alloy, and a 1¢ coin of 95% copper and 5% zinc. The H.M.E. presses strike 180 coins per minute on all denominations except the \$1 coin which is struck at a rate of 120 pieces per minute.

"They check weigh all of their blank receipts and a very high percentage of the total coinage. Their inspection is 100% and the belt moves slowly. They examine both obverse and reverse. In watching this line for a half hour, I did not detect one bad coin or see any of the examiners extract any. They bag and ship as we do.

"There are actually only 40 people in the processing of coin. Twelve of these are in the Engraving and Die Production Departments. All machinery other than the coin presses themselves is made in France. They use the Janvier equipment, make galvanos, master hubs and dies exactly as we do. Their lathes are very, very fine and their heat-treating equipment is excellent.

"This plant covers several acres and has much room for expansion. They will be producing medals before long in large quantity. It is the cleanest plant I have ever set foot in and everyone employed there helps to keep it clean. In Singapore, working in the

Mint is quite a prestige job. The labor turnover of about 70 employees in one year has been one person."

## ON MALAYSIA...

"I had always wanted to see a rubber plantation and some of the native Malaysian tin mines; so I took the train to Kuala Lumpur on Jan. 6, to the tune of 8 hours, for 250 miles. It was most interesting, however, as I did want to see the country. We made about 20 stops. Early the next morning, two of Mobil's employees in Kuala Lumpur took me to see a hydraulic tin mine and concentrator. We also went to a rubber plant, and saw how rubber was processed. There are hundred of thousands of rubber trees in Malaysia."

## ON THAILAND...

"I left Singapore on Jan. 15 for a 2-day stay at Bangkok. I had been scheduled to stay with the Prince there, but he was having servant problems, so he booked me into the President Hotel. My stay in this city was more than I expected.

"The Prince, who is the grandson of King Raman V, met me at the plane. He is the manager of all of Thailand for Mobil. The present king is his half-brother--half-brother because the king had many wives. His name is M.C. Dinajst Suriyong.

"When I got off the plane, there were several people from his office to meet me. They threw a long string of flowers around my neck, took my coat away, my hat and briefcase, and stuck a customs sticker on all my bags, clearing me through immigration before I knew what it was all about. After I got settled, they took me to lunch in the hotel which has excellent cuisine, and then for a trip around town. I was taken to see the home of the mother of the king and the palace. At the palace I was introduced to the chamberlain and acknowledged by the King. I was given special permission to visit the Royal Mint which we did next."

cont'd on Page 7

cont'd from Page 6

## ON THAI MINT...

"The Mint is located in a very old government building with an open courtyard. Production is 3000 lbs. of coin per day, one shift, six days per week. There are nearly 400 people employed there, nearly half of them making copper statues of buddha and other royal designs. They make very many medals. The final is from bright, through sand blast finish, many of them lacquered in dark colors and many in a natural patina.

"They operate 2 high-frequency induction furnaces. They cast into a set of book molds, all clamped together on a roller conveyor, 24 molds,  $\frac{1}{2}$ " thick x 2" x 18" long. The castings made currently are of 75% copper - 25% nickel, and 91% copper, 9% aluminum. When the book molds are broken apart the edges common to all ingots are sledged with a hammer.

"They use secondary scrap, that is No. 1 and No. 2 copper scrap, for most of their charge. Their nickel is unidentifiable to me and they didn't know where they got it. They use one good copper ingot to a melt.

"The castings,  $\frac{1}{2}$ " wide x 2" thick, are mounted, several dozen at a time in a long planer. One-eighth inch is scalped off each side, one side at a time. The ingots with rough tails are rolled cold to gauge thickness. They blank square across and recover about 50% of the strip as blanks, the blanking scrap going back to the furnace. There is no weighing of either blanks or coins.

"All denominations are struck on 3 H.M.E. No. 2 Coinmasters. Feeding of the tubes is by hand and there are practically no mis-strikes. A Johnson counting machine is used but each bag contains only 100 coins of each denomination. A BAHT coin is worth 5¢ in U.S. currency or 20 to the dollar. One hundred is \$5 per bag.

"The dating of the coins in the Thai Mint is rather unusual. If the design of a coin were authorized in 1950, all coins produced in any year thereafter would bear the date 1950.

"In the engraving section, the Janvier transfer reducer is adequate but not current. They do not make too many dies with their small production. They use the same die steel they used

cont'd on Page 8

## SF, DC JOBS CONVERTED TO NEW WAGE PLAN

Wage Board employees in the Washington and San Francisco offices were converted to the Coordinated Federal Wage System effective November 3, 1968, and December 1, 1969, respectively. The transition to the new system in all Mint offices is expected to be completed before the close of 1969.

The new system was developed in accord with President Johnson's memorandum of November 16, 1965, which directed the development of job standards and wage practices and wage rates which would be common to all agencies.

Key features of the new plan include:

- a simple overall system for use by all agencies;
- uniform policies, procedures and job grading standards prescribed by the Civil Service Commission;
- common wage schedules, using 15-grade structure covering non-supervisory wage board employees. Supervisory wage board have separate schedules;
- agencies to carry out operational features such as grading jobs and fixing pay;
- employee participation at all levels.

cont'd from Page 7

40 years ago. They have had no experience with carbide collars and actually have no need for them. They get good die life from their metal.

"There are many medals made in this mint. They are blanked from heavy strip and struck hydraulically as we do. The finishes vary from plain bright to lacquered black. Many sand castings are made of objects native to Thailand. The finishing of these sand castings is performed by more than 25 girls, who hand file the castings, buffing and finishing."

## ON SAIGON

"The Prince's entourage got me to Bangkok Airport early the next day. My first stop back was Saigon which is more than I had imagined. There are over 200 revetments on the air field with a plane in each one--all U. S. Air Force. The place is crawling with armed jeeps and mortal shell holes.

"Well, I'm still getting rested up and feel fine now that I'm back on some kind of schedule. I'll be in touch and hope to be seeing you real soon."

## LONDON MINT RECEIVES U. S. MINT GUESTS

Mr. Morris V. Boley, Assistant Technical Consultant to the Director, and Mr. Stanley Bobbie, Production Controller in the Engraving Division of the Philadelphia Mint, were in London, England, during the period Nov. 22-29, 1968, to study the operation of the die turning lathes produced by Premier Precision Ltd., Bracknell, Berkshire and to view the coin and medal production operations of the Royal Mint. Excerpts from a report submitted to the Director are printed below.

\*\*\*\*\*

### DIE TURNING LATHES

"Most of the time available to us in the Royal Mint was used to observe operations of the Premier Precision Die Turning Equipment. The Royal Mint has two of these lathes in full operation. The capacity of each machine is 95 dies completely turned per shift."

cont'd on Page 9

## PROMOTION PLAN UNDERGOING REVISION

The Mint Promotion Plan will be rewritten within the next five months to bring it in conformity with the new guidelines issued by the Civil Service Commission and the Treasury Department.

In the revised plan, better guidance will be provided in appraising the qualifications of individual candidates and in self-evaluating the effectiveness of the program itself. Increased emphasis will be placed on keeping employees fully informed of promotion opportunities and in obtaining their views on promotion guidelines and procedures.

In addition, it will be required that suitable initial training be pro-

vided all newly-selected supervisors, either before they assume their duties or as soon after as possible.

Finally, the areas of consideration will be extended, as follows:

(1) When bureau-wide competition for positions at grade GS-14 and GS-15, or equivalent, fails to produce at least five highly-qualified candidates, the area of consideration will generally be extended to include the entire Treasury Department.

(2) The minimum area of consideration for positions at the GS-16, 17, and 18 levels, or equivalent, will be the entire Treasury Department.

cont'd from Page 8

BLANK ANNEALING AND CLEANING

"The first line of blank annealing and cleaning equipment for the new Royal Mint in Wales has been installed in the London Mint and is being tested and brought into production.

"The blank annealing furnace is an excellent unit. It is a moving chain-belt conveyor hearth furnace with a controlled atmosphere. The furnace has a capacity of about 1,000 lbs. per hour. The feed rate is adjustable. The blanks are spread evenly across the width of the belt. They emerge in an extremely bright condition (gilding metal was being processed when we observed the operation). The blanks will require a minimum of cleaning and burnishing."

STAMPING

"The Royal Mint uses Taylor and Challen presses as its standard press for most of its production. A new Taylor and Challen press was being fitted with a dial feed mechanism which will orient a 7-sided blank, and feed the blanks into the press for single stamping.

"They are operating 6 each of Schuler horizontal presses and HME dial feed presses. They are having complete success with both makes of presses. The Schuler presses are high speed (300 strokes per minute). They are high precision tools and require highest grade maintenance. The Mint is completely satisfied with them, particularly for their small size pieces.

"The Mint likes the HME presses for large size pieces. The dial feed is practical, requiring moderate maintenance. They operate these presses at about 100 to 125 strokes per minute, single strike."

COUNTING

"The Royal Mint has converted their counting machines from mechanical coun-

ting to photo-cell counting. Two photo-cells are installed on each machine. When the final ten pieces for the bag are reached, the counting speed is reduced to a very low rate so that the final accuracy is high. The machine automatically shifts the discharge to the second bag after the last piece has been counted into its bag.

"The rate is about 3,000 pieces per minute on small sizes. The machines are doing a job similar to the VECLEC Coin Counter on test in Philadelphia."

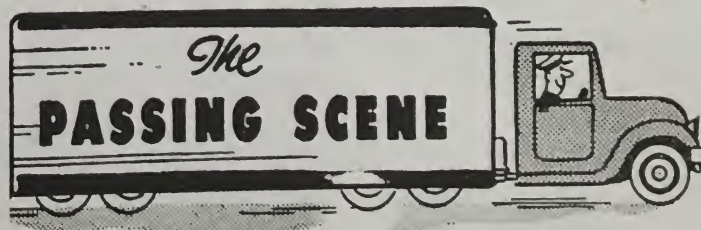
REVIEWING

"The Royal Mint does not appear to have abandoned any reviewing. All blanks and coin are reviewed on tables in a manner identical to U.S. Mint operations.

"Other operations (melting, casting, rolling, blanking) are still being done on equipment dating back many years. Modernization is planned for the new Wales plant."

MEDAL MAKING

"We viewed the medal die and medal making operations. The Royal Mint has adopted no revolutionary medal-making equipment as yet. Operations are largely by hand in small batches. The larger stamping presses are of the friction screw drive type. One was stated to "go back to Napoleon's time". Medals are trimmed by hand on lathes similar to ours."



*Didja' hear about the big game hunter who's been missing in Africa for several weeks? It's feared that something he disagreed with ate him!*

# PASSING TRIBUTE TO THE THIRD MINT AT PHILADELPHIA

They say you belong to another age  
And progress cannot let you stay.  
The silver and gold of your glorious past  
Are not to be found in the coins of today.

Long stilled are the hands that fashioned your stones  
And shaped the steel to strengthen your frame.  
Their pride and success are memorialized  
In a structure that proudly bears your name.

Generations of men have run your machines  
And tended the fires to melt and anneal.  
A torrent of effort flowed on thru the years  
To create great wealth - and make it real.

With courage and zeal as time sped by  
Defending your role with integrity  
In full measure and beauty your coins streamed out -  
Symbols of freedom for the world to see.

Those billions of coins - where have they all gone?  
They scatter like leaves in the breeze  
To every city and town in our vast country  
And the far-away places beyond the seas.

Silence will soon be stalking your halls.  
Your honor and glory will lie in the past.  
You've done quite enough in your long busy life  
To sleep that long sleep - at last.

February 12, 1969

J. LELAND MYER

# DIRECTOR ENTERTAINS INAUGURAL GUESTS



Miss Adams' office was the scene of an open house Monday, January 20, Inauguration Day. A steady stream of visitors, including Mint employees and their families, and out of town guests such as Mrs. Alice Herstine, Miss Adams' sister who was visiting her from Reno, Nevada, were in the office throughout the day. The doors leading out onto the balcony were opened and chairs were set up. The view from the balcony and from the windows in the office, on 15th Street, was excellent. Sandwiches and coffee were provided all day for the visitors.

Pictured top left to right: Miss Adams with Dr. Bertram Butler, of West Palm Beach, Fla.; Assistant Director of the Mint Sidney F. Carwile and his wife Dorothy; Mr. & Mrs. C. Harvie Williams (Mrs. Williams is Miss Adams' Administrative Assistant). Bottom row, left to right: Mr. Howard F. Johnson, Administrative Officer in the Office of the Director, the Director, and Mr. Stephen Wheeler; Mr. Glen Johnson, National Director of the U. S. Savings Bond Division with 2 of his children, Lori and David.

## to the Supervisor

you can't fit a SQUARE PEG in a ROUND HOLE

YOU MUST ASSIST  
THE EMPLOYEE BY

- assignment to work for which best suited
- advice and counsel on office problems
- being firm but just

This is Your Public Duty

## DEVELOPMENT

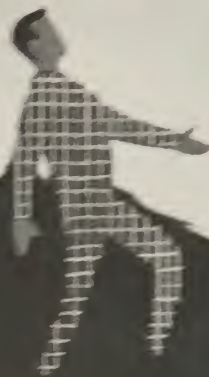
is up to the Employee

he can FILL THIS SPOT

By

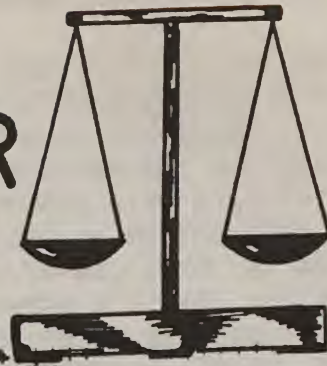
INITIATIVE  
SINCERITY  
COOPERATION

Your Supervisor  
Can Help!





# The Mint OBSERVER



Volume VI

May 1969

Number 2

## SUCCESS STORY

### CAREER EMPLOYEES HEAD FOUR MINT OFFICES

On May 13, 1930, the New York Assay Office hired a Skilled Workman at a wage of \$6 per day; he stayed to become Acting Superintendent. In January 1956, a one-time sailor and census enumerator came on duty in the Office of the Director in Washington as an Accountant. Today, he's at the Philadelphia Mint, also serving his institution as Acting Superintendent. A former Helper at the San Francisco Assay Office is now chief of that office and the current Officer in Charge at Fort Knox used to be a Payroll Clerk at the Philadelphia Mint.

The immediate impression in each case may be one of meteoric advancement. What is striking, however, on closer examination, is the circuitousness of the route these 4 Mint career employees traveled before attaining the top administrative position of their respective offices.

Since those first years as a skilled workman, Joseph F. Nugent has observed Assay Office operations from the perspectives of clerk, professional accountant, head of the Accounting Division, head of the Management Improvement Committee, and Administrative Officer. When the position of Assistant Superintendent became vacant in February 1969 as a result of George Tobin's retirement, Mr. Nugent, with 39 years of practical experience in the various facets of Assay Office activity, became a prime candidate for the position. On May 4, 1969, following Treasury-wide competition, he of-

ficially assumed the responsibilities of Assistant Superintendent, concurrent with those of Acting Superintendent.

In neighboring Philadelphia, the retirement of Superintendent Michael H. Sura in March 1969 and the sudden illness of Assistant Superintendent, Frank E. Campbell, thrust Thomas E. Power to the foreground as Acting Superintendent. At 43, Mr. Power's climb through the ranks has been somewhat more rapid than that of his counterparts at the other Mint institutions. For more than half of his 13-year career in the Mint, he has occupied the third spot in the line of command at the Philadelphia Mint. Before that, he served retrospectively as Head of the Proof Coin and Medal Sales Section at the Philadelphia Mint, as Accountant and Budget Analyst at alternate periods in the Office of the Director, as Clerk with the Treasurer's Office and the Federal Housing Administration, and as Census Enumerator in Jessup, Pennsylvania.

The San Francisco Assay Office was a Mint when John F. Brekle started working there in 1934. For more than 20 years he labored in every phase of the manufacturing operation, including approximately 10 years as Assistant Superintendent of the Coining Division. Then, in 1955, the coin-

(continued on Page 2)

## CAREER EMPLOYEES (continued from Page 1)

ing function was removed from the San Francisco jurisdiction and the workforce reduced to 39 employees. Mr. Brekle accepted a considerable salary cut and decline in status so that he could be retained on the workforce. During this period of inactivity, he became absorbed in functions of management and administration, took a correspondence course in the principles of accounting and budgeting and gained an insight into personnel, purchasing and stores activities by performing this work in the absence of well-defined responsibility in these areas. When coining activity was resumed in 1963, he was promoted to Assistant Officer in Charge. He played a formidable role in rebuilding the Assay Office and was awarded the Meritorious Service Award by the Secretary of the Treasury for his work. In October 1968, he was named Officer in Charge.

Another Meritorious Service Award recipient, Victor H. Harkin at the Fort Knox Bullion Depository is a veteran in the job, having occupied it since 1961. His is the tiniest of the Mint installations from the

standpoint of size; from the standpoint of the values it stores, it ranks among the largest. It is also the best publicized as a result of the film "Goldfinger". Mr. Harkin arrived at this position by way of the Philadelphia Mint where he worked first as Payroll Clerk and Timekeeper, then as a professional accountant and finally as Assistant Head of the Accounting Division before his reassignment to Fort Knox as Officer in Charge.

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Somewhere in the above career sketches, there may lie a moral for the young and ambitious of the Mint, as well as encouragement for those who have had more than their share of struggle. We won't dwell on that here. For the moment, we only wish to note that during a limited period in 1969, the management of four Mint installations (five, if the new Philadelphia Mint is included) comprising 72% of the workforce, was entrusted to a former skilled workman, a former census enumerator, a former helper and a former payroll clerk.

NOT LIKE THIS . . . BUT . . . LIKE THIS



Nathaniel Russell of the Philadelphia Mint demonstrates the wrong and the right of lifting.

## BETTY HIGBY NAMED AT DENVER



Superintendent Betty Higby makes initial rounds of Denver Plant.

The new Superintendent of the Denver Mint - Mrs. Betty Higby - has been in public life many years, both in association with civic and community projects, and as an official of the Federation of Republican Women at the state and national levels.

Public Trustee of El Paso County, Colo., for the five years prior to her Mint appointment, she has also served as president of the Public Trustees' Association, State of Colorado; as chairman of the Women's Division, Community Chest, and of the Residential Division, Red Cross; as president of the Women's Board of St. Francis Hospital; and as president of the El Paso County Coordinating Council of Women's Organizations. Mrs. Higby is currently vice-president of the Altrusa International Club in her city and a member of the Legislative Committee of the State Coordinating Council of Women's Organizations.

For over more than a decade, Mrs. Higby has filled a number of posts in the Republican Party, having been State Public Relations Chairman for Nixon-Agnew and a candidate for National Committeewoman in



1968. From 1957 to 1959, she served concurrently as a director of the National Federation of Republican Women and as president of the Colorado Federation. For two terms, she was vice-chairman of the Colorado Republican Central Committee.

Widow of the late Don W. Higby, a former district attorney, Mrs. Higby was born in Kansas City, Kans., where she was educated in the public schools. She has one son, Wayne, 25, who heads the Ceramics Department at the University of Nebraska. One of her son's works was recently selected for exhibition in "Objects USA", an art show which will open October 1969 in Washington, D. C.

(continued on Page 4)

## PREPARE TO NEGOTIATE



AFGE Local 2856 and New York Assay Office officials sign a Memorandum of Understanding prior to negotiations. Seated, left to right, are Benjamin Oberst, Personnel Officer; George Tobin, former Assistant Superintendent; and Timothy Chang, Local President. Standing are Secretary-Treasurer, Joseph Dorsa; 2nd Vice-President, Theodore Allen; Chief Shop Steward, Frank Terrano; and 1st Vice-President, Louis Nigro.

### SUPERINTENDENT BETTY HIGBY

(continued from Page 3)

In addition to a lively interest in her son's work, she shares with him an enthusiasm for quarter horses. Wayne's parents bought him his first registered quarter horses when he was 14. The fascination lasted, and, subsequently, the Higbys bought more of these animals, breaking them for riding, breeding and, finally, selling them. Only two now remain on a stretch of land which Mrs. Higby retains outside Colorado Springs.

Mrs. Higby was nominated by President Richard Nixon for the Mint post in late February, confirmed by the Senate on March 10, 1969, and sworn in as Superintendent on March 21, 1969. She succeeds Mrs. Marion N. Rossmiller of Denver.

### APRIL PRODUCTION

Domestic coinage production during April exceeded 575,000,000 pieces. Of this total, 425,000,000 pieces, amounting to 74% of the production, were 1-cent coins.

### DIRECTOR TO TOUR EASTERN EUROPE

Director Eva Adams will leave Washington on June 1 for Eastern Europe to participate in a study tour of 8 countries. The trip is being sponsored by the American Newspaper Women's Club, of which Miss Adams is a member, and by the Women's Press Club. Included on the itinerary are London, Warsaw, Moscow, Leningrad, Sofia, Belgrade, Budapest, Vienna, Prague, and Paris.

## AWARDS SYSTEM CHANGED

A one-year study of the Incentive Awards Program by the Civil Service Commission has resulted in the following changes in and additions to current practices, effective July 1, 1969:

(1) Awards for employee suggestions have been limited to proposals that directly contribute to economy or efficiency or that increase effectiveness in carrying out the Government mission. Ideas relating to employee services or benefits, working conditions, housekeeping, buildings and grounds and routine safety practices will no longer enter into the awards system. Rather, they will be handled through normal administrative channels and as normal communications.

(2) The minimum award has been raised from \$15 to \$25 based on tangible savings of \$250. An award will be based on 10% of tangible benefits up to benefits of \$1,000.

Above that point, the current scale will continue in use.

(3) Management is required to take more initiative in identifying operational programs that have had superior results, rather than depending on first-line supervisors to submit award recommendations. However, this requirement does not supersede the important role of the supervisor in the awards system.

(4) A Government-wide scale for cash awards for superior job achievement has been established -- for example, GS-1 thru 4 has an award range of \$100-\$150.

(5) The name "Special Achievement Award" will cover all kinds of awards other than those for adopted suggestions.

(6) Private citizens awards are encouraged for those who have made a useful contribution to better government.

## MINT NEWS BRIEFS

The Treasury Department announced on May 12 that it will reduce the amount of silver offered at its weekly auction from 2 million ounces to  $1\frac{1}{2}$  million ounces, and lift the ban on melting silver coins.

The announcement followed a meeting of the Joint Commission on the Coinage, chaired by Secretary of the Treasury David Kennedy.

The Treasury will present and urge prompt enactment of legislation to authorize the minting of a non-silver, half dollar -- the minting of a non-silver dollar coin -- and, sale of the 2.9 million rare silver dollars still held by the Treasury.

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Equal Employment Opportunity Counselors have been named in the Office of the Director and in the field. Their job will

be to provide an open line of communication between employees and management by answering questions, and by informally clearing up problems which are brought to their attention by employees. The following employees have been designated counselors: Office of the Director - Francis R. DeLeo; Philadelphia Mint - Charles E. Riley and Loree Legion; San Francisco Assay Office - Charles G. Stewart and Charles P. George; New York Assay Office - Benjamin Grill; and Denver Mint - James H. Martin and George A. Hernandez.

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The Richard M. Nixon Presidential Medal may be purchased from the Superintendent, United States Mint, Philadelphia, Pa., 19130. The cost is \$3, including postage. The medal is of Mint bronze, and is 3" in diameter. The front and reverse designs were executed by Frank Gasparro, Chief Engraver of the Mint.

## PROGRESS REPORT

# NEW MINT NEARS COMPLETION

Foreign Mint officials will number among the guests who crowd into Philadelphia on August 14 to witness the official opening of the world's most modern coin production plant. A progress report on the New Mint, now in the final stages of completion, is printed below.

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At the time of the cornerstone laying on September 18, 1968, most of the major items of melting, casting and rolling equipment, used for the production of coinage strip, were being installed in the Strip Production Bay. Since then, the installation of all service utilities, including miles of wire and piping, has proceeded and is now 95% complete. Testing operations on melting equipment was initiated early in February. Subsequently, the D. C. Semi-Continuous Casting Machines were brought into use and the Induction Billet Heater, the Hot Rolling Mill, and the Slab Milling equipment were operated successfully to produce coiled strip at .400" thickness.

In early May, initial operations were undertaken on #2 Rolling Mill, which will further reduce the thickness of strip to .100". Initial rolling of 20 coils for a single pass, and of one of the coils to .100", has established the effectiveness of the system up to this point.

It is expected that initial testing of other equipment "down the line" will be completed by early June.

Much of the time required for initial successful operation involves the debugging of the equipment items, none of which are off the shelf, and all of which contain new developments not previously incorporated in any brass mill system. Further, the Mint's requirements for accurate gauge control are much more severe than those encountered in commercial brass

production. Several items, such as the Induction Heater for billets, are unique; prior to this installation, no such equipment had ever been built for practical application.

To date, about 50 ingots (100 billets) of excellent quality have been produced, half of which have been successfully hot rolled, slab milled, and upcoiled. Condemned material has been of negligible quantity. The success of this system will depend on the ability of the melt/cast shop to produce high quality ingots; the foregoing has already demonstrated that our system can accomplish the objective.

The concrete and steel structural work in the Coining Bay, begun last fall, is approximately 70% complete. Work is also proceeding rapidly on the basement and foundations for the cladding line and supporting equipment. Installation of regular Mint coining line tools, such as blanking, blank annealing, and stamping has already begun. The equipment is scheduled to be operable on August 14 for the official opening.

## EMPLOYEES TRAIN FOR NEW MINT

Employees of the Philadelphia Mint continue to participate in classroom and on-the-job training in New Mint techniques and operating procedures. Much of the training has been sponsored by private contractors. Subject matter covered includes the operation of the melting and rolling equipment, plant maintenance, plant safety, electrical maintenance, industrial power distribution and lubrication principles and practices.

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